

LEEDS COLLEGE OF BUILDING

EQUALITY, DIVERSITY AND HUMAN RIGHTS POLICY STATEMENT

INFORMATION FOR STAFF, STUDENTS & EMPLOYERS



- **Anti-Bullying, Harassment and Victimisation**
- **Student Entitlement**
- **Employment Rights and Responsibilities**
- **Valuing Diversity**
- **A Safe College Environment for All**

Leeds 
College of
Building



INTRODUCTION

Leeds College of Building recognises that it is an integral part of the local and wider community. The College serves the needs of a wide range of individuals from the diverse ethnic and social mix of multicultural Britain. The College values difference and recognises that people with different backgrounds, skills, attitudes and experiences bring fresh ideas, perceptions and encourage harmony and understanding to the College community⁽¹⁾.

The College will seek to safeguard the interests of all equality groups outlined in the Equality Act [2010] with reference to the nine protected human characteristics; Ethnicity, Gender, Gender Identity⁽²⁾, Disability⁽³⁾, Religion and Belief⁽⁴⁾, Age, Pregnancy and Maternity/Paternity, Civil Partnerships and Sexual Orientation. The College will work towards eliminating unlawful discrimination, harassment or victimisation on the grounds of the nine protected characteristics as well as discrimination on the grounds of a perceived or associative protected characteristic⁽⁵⁾.

The College will promote equality of opportunity and ensure that students, staff and visitors feel welcome, safe, valued, included and respected in the College community.

LEGISLATIVE CONTEXT

The College recognises that legislation relating to equality and human rights is often complex and protection from discrimination can be found in a number of different pieces of UK and European legislation. The pieces of civil legislation which are central to this Policy are the Equality Act [2010] and the Human Rights Act [1998]. In some serious circumstances, a breach of the Equality, Diversity and Human Rights Policy may constitute a criminal offence and the College may need to report this to the police.

THE COLLEGE COMMUNITY

This Policy applies to all members of the College community . These groups include:

- Permanent and temporary staff, as well as those employed by third parties. The Policy also applies to people applying for employment in the organisation.
- All students enrolled on courses at the College and prospective students including those progressing through the admissions and selection process.
- All visitors to the College including suppliers of goods and services.
- Work Based Learning students and their employers.

Every member of the College community is expected to assist the College in meeting its commitment to provide equal opportunities to staff and students. Acts of discrimination, harassment, bullying or victimisation against any member of the College community is a disciplinary offence, and will be dealt with under the College disciplinary procedure.

GENERAL AIMS OF THE POLICY STATEMENT

The College will:

- Work towards the elimination of unlawful discrimination, harassment and victimisation in connection with the nine protected characteristics.
- Promote equality of opportunity, positive attitudes and good relations between all members of the College community.
- Publish a Single Equality Scheme with an action plan outlining the arrangements for implementing the Policy and publicising its contents to the College community and making the scheme accessible publicly.
- Objectively assess the impact of the Policy on all members of the College community and stakeholders. This will be carried out for the purposes of identifying any differential impact the Policy may have on different equality groups. In doing this the College will undertake consultation with Trade Unions, the Staff Forum, students and other stakeholders. Under-represented and minority groups will also be consulted.
- Provide relevant equality, diversity and human rights training to all staff to help them carry out their role with respect to the promotion of equality of opportunity in the College community.
- Monitor complaints received from, and the disciplinary sanctions taken against any member of the College community.
- Take positive steps where possible to address any under-representation of minority groups in the provision of employment and training or widening participation to include socially or economically disadvantaged learners in the provision of education.
- Take steps to balance the rights of individuals where the rights of individuals may appear to conflict. This will be done in a sensitive, fair and where possible in a non-discriminatory manner. The College recognises that rights must be exercised in a way which is compatible with the rights and interests of others. In these circumstances the College may take steps to discriminate against a particular group and objectively justify its position that the action is a proportionate means of achieving a legitimate aim or a necessary means for the efficient and peaceful running of the College.
- Carry out a self assessment exercise to evaluate the implementation of the Policy and produce a report which will summarise any action that needs to be taken to address any identified areas of weakness.
- The College will carry out an annual review of the procedures for supporting students who have disabilities and learning difficulties.



THE COLLEGE ENVIRONMENT

The College will aim to make its buildings as welcoming and safe as possible for all groups.

- Offensive and/or discriminatory material will not be displayed in any part of the College estates. This includes the supply of any stock for the refectory or library, curriculum materials or any political, social, religious or environmental campaign materials, which cannot justify a means of achieving a legitimate aim.
- Access facilities for disabled persons will be made available on all College sites wherever possible (resources permitting).
- The College will aim to maintain a clean and tidy environment and will ensure that offensive graffiti is erased quickly and effectively when discovered.

MAKING A COMPLAINT

The College will seek to provide a supportive environment for all members of the College community who make claims of discrimination or harassment. Any discriminatory behaviour directed at any individual or group will be dealt with under the College Grievance and Disciplinary Procedure.

WHO TO CONTACT FOR ADVICE & SUPPORT

The Equality and Diversity Officer will take an impartial role advising students, staff, employers and the Senior Management Team on matters concerning equality, diversity and human rights at the College. This will be in the context of employment matters and services to students. If you are worried about something that is happening to you or someone else, talk to someone you trust. You can talk to the College's Equality and Diversity Officer who is also the designated Child Protection Officer about your worries and concerns. You can contact them by calling 0113 222 6000.

Notes

⁽¹⁾ 'College community' includes permanent and temporary staff, including those staff employed by third parties, all students, prospective students, those progressing through the admissions and selection process and visitors to the College including those supplying goods and services.

⁽²⁾ Gender Identity Includes people who have expressed an intention to undergo, are undergoing or have completed a process of gender reassignment. Other related words are transgender, gender reassignment or transsexual.

⁽³⁾ The legal definition of Disability includes 'learning difficulty' and may include some 'medical conditions' or a temporary disability.

⁽⁴⁾ The legal definition of 'Religion and Belief' also includes 'Non Belief' and 'Philosophical Belief'.

⁽⁵⁾ Discrimination on 'Perceived' ground refers to an assumption or belief made about a person which is the basis of a discriminatory act made against that person where this assumption is not correct. Discrimination on 'associative' grounds refers to discrimination suffered by a person because they are associated with a person who may have one or more of the named protected characteristics.



Leeds College of Building
North Street, Leeds, LS2 7QT
T. 0113 222 6000
F. 0113 222 6001
Minicom: 0113 222 6016
Email: info@lcb.ac.uk
www.lcb.ac.uk