

Equality and Diversity Statement



1. Celebrating diversity

The College recognises that equality of opportunity is fundamental to the provision of a quality learning and working experience and is working to ensure that it is embedded in all its standards and procedures.

As shown in its Single Equality Scheme, the College is committed to providing the necessary resources to plan, implement, monitor, review and further develop this policy to ensure that all colleagues, learners and visitors enjoy a working and learning environment in which the dignity of individuals is respected and expected.



The College as an employer and an education provider will not tolerate any form of behaviour or activity that unlawfully discriminates on the grounds of gender, race, age, nationality, ethnic or national origins, marital status, sexual orientation, trade union activity, political or religious beliefs or activity, family responsibilities, class, trade union affiliation, unrelated criminal convictions, and physical, sensory, mental or other forms of disability or medical condition.

South East Derbyshire College recognises the worth and potential of every individual and therefore is committed to:

2. Raising awareness of different cultures

The College is proud to be part of a multi-cultural community and celebrates the fact that we are all different. By raising awareness of these differences and trying to understand them, we can improve our communication styles and become better citizens. Greater cultural understanding can help us to achieve more in the global economy. To progress we need to appreciate people and ideas that are different to our own.



3. Promoting community cohesion

We expect all colleagues to raise awareness of Equality and Diversity issues and to promote community cohesion through teaching and enrichment activity. We expect all colleagues to monitor practices associated with teaching, enrichment, additional support, financial assistance, marketing and promotional activity, staff employment activity including recruitment and training, to eradicate all forms of discrimination.

4. Action that overcomes inequalities in our society and internal and external communities

Equality and Diversity policies and procedures apply to all members of the College Community including learners, colleagues and visitors. Organisations that the College works with will also be expected to comply with the policies.

In order to comply with Equality and Diversity legislation the College will take any appropriate disciplinary or legal action to protect colleagues, learners or other persons involved with the College, from any discriminatory behaviour.

If you would like this information in another format or another language, please contact Theresa Hussey, Head of Student Services.