

# Religion and Belief Equality Policy

---

## 1. Policy Statement

The College is committed in its roles as an employer, education provider and contractor of services to eliminate discrimination in its structures, employment practices and curriculum content as well as encouraging changes in individual behaviour and attitude. It is also committed to ensure equality of opportunity for people of any religion or belief.

The College celebrates and values the diversity brought to its workforce by individuals, and believes that the College will benefit from engaging staff from a variety of religious or non-religious backgrounds, and with a range of belief systems thus allowing it to meet the needs of, and provide positive role models for, a diverse student population within a multicultural society. The College is committed to equality of treatment for all employees. This will apply to the operation and implementation of all its employment policies. The College will aim to treat all employees with respect and dignity, and seek to provide a positive working environment free from discrimination, harassment or victimisation on the grounds of religion or belief.

The College will seek not only to eliminate discrimination on the grounds of belief systems but also to create a positive working environment based on good relations between members of different belief systems. Its aims should be to create a positive inclusive ethos where issues of stereo-typing and discrimination can be discussed openly with a shared commitment to challenging and preventing discrimination, to respecting diversity and difference, and to encouraging good relations between people of different belief systems.

The College celebrates the religious diversity of its students and is committed to ensuring students will be treated fairly and without bias in all processes associated with initial advice and guidance, marketing, and access to the curriculum. The College will ensure that religious equality will be embedded into teaching and learning and the curriculum.

The College is committed to the provision of a college wide Chaplaincy Service which will provide religious and spiritual development for those of faith and those with no faith.

## 2. Scope

This Policy applies to the whole College, including students, Governors, staff and visitors and works in conjunction with the College Single Equality Scheme

- **Governors** are responsible for ensuring that the College complies with the Religion and Belief legislation, and for approving and reviewing the Religion and Belief Equality Policy and monitoring its implementation.
- **The Principal** is responsible for giving a consistent and high-profile lead on religious equality issues, promoting the Religion and Belief Equality

## Religion and Belief Equality Policy

---

Policy inside and outside the institution and making sure the Religion and Belief Equality Policy is followed.

- **The Human Resources Department** is responsible for the monitoring and implementation of all aspects of this Policy relating to the employment of staff. This includes the monitoring of fair selection processes and their impact on the staff profile of the College at all levels. A Single Equality Action Plan will be produced which will set targets for improvements in the staff profiles.
- **The Equality and Diversity Committees** are responsible for the monitoring and review of the Religion and Belief Equality Policy and for evaluating its effectiveness. This Committee will include actions related to Religion and Belief in the Single Equality Action Plan. The Plan will incorporate actions and targets for continuous improvement in achieving equality. The Committee is also responsible for the systematic monitoring of the performance indicators included in the Plan.
- **Managers** are responsible for putting the Policy and its strategies and processes into practice, making sure that all staff know their responsibilities, and receive support and training in carrying these out, following the relevant processes and taking action against staff or students who discriminate for reasons of religion or belief.
- **All staff** are responsible for ensuring that they are able to recognise religious bias and stereotyping, and to challenge or report it if they witness it, promoting religious equality and good relations, ensuring that they do not discriminate against anyone because of religion or belief and taking up training and development opportunities to keep up to date with the law.
- **Students** are responsible for ensuring that they do not discriminate against anyone because of religion or Belief, ensuring that they are able to recognise religious bias and stereotyping, and to challenge or report it if they witness it.

### 3. Reference

This Policy was developed with reference to national legislation and guidelines to good practice, including:

**The Employment Equality (Religion or Belief) Regulations 2003**

**The Race Relations Act 1976** can be relied upon in limited circumstances, where religious discrimination is linked to ethnicity

**The Racial and Religious Hatred Act 2006**

**The Human Rights Act 1998**, protects the right of freedom of thought, conscience and religion

**The Employment Rights Act 1996**

**The Protection from Harassment Act 1997**

**The Employment Act 2002**

## Religion and Belief Equality Policy

---

### 4. Documentation

The full Policy will be published through:

- the Corporate Manual on the College intranet
- staff induction materials
- on request through Student Services/HR
- summarised versions will be made available to students, e.g. through the Learner Handbook.

### 5. Monitoring and Review

The College will:

- review the Religion and Belief Policy in conjunction with the Single Equality Scheme in 2011
- review the external and internal EDIMS through the Equality and Diversity Impact Assessment
- consult staff and students and external agencies as part of the Policy review
- provide mandatory staff training on equal opportunities issues, including race equality; offer the same training to Governors or organise separate training.

**Responsibility for review:** ..... Jill Taylor  
Strategic Director (Vice  
Principal) – Quality and  
Learner Services)

**Review Date:** **October 2011**

**Endorsed by:** ..... Peter Crompton  
Principal and Chief Executive

..... David Millington  
Chair of the Corporation