

Hull College Group

Equality and Diversity Statement

Hull College Group is committed to providing an environment that promotes equality for all and celebrates its diverse and inclusive community. We value everyone equally and do not treat anyone less favourably on the basis of sex/gender, disability, race/ethnicity, sexual orientation, age, religion/faith/belief, gender reassignment, pregnancy/maternity or marriage or civil partnership status. These are the protected characteristics as defined in the Equality Act 2010. The Group expects all staff, learners, visitors and on site contractors/temporary staff to do the same.

We expect and encourage staff and learners to work together to overcome all forms of discrimination and harassment. Through our shared Group values every individual is respected as of right and this should always be reflected in our language, behaviours and actions.

The Group is fully committed to the ongoing implementation of its Single Equality Scheme and to complying with all equality legislation, aiming to achieve the following objectives:

- That no unfair or unlawful discrimination will be applied in education, training or employment opportunities.
- That the diverse nature of our College communities will be reflected and celebrated at all levels within the Group.
- That the needs and interests of our diverse College communities will be fairly represented within the curriculum offered by the Group.

At induction staff and learners are provided with further information about Equality, Diversity and Inclusion and what they can do to get involved and make a difference. Following this, all staff are required to undertake mandatory Equality and Diversity, Prevent and Safeguarding training modules.

If staff or learners become aware of discriminatory behaviour or actions taking place, they are encouraged to report this by either contacting their course tutor (if appropriate), line manager, or the Group Equality, Diversity & Inclusion Coordinator. Any instances of discriminatory behaviour will be taken very seriously and will be investigated.

Copies of the Group's equality and associated policies and procedures e.g. Single Equality Scheme, Personal Harassment Code of Practice (staff), bullying and harassment procedure are available on the Group's intranet (Portal: staff, Canvass: students). They are also available in alternative formats upon request from the Marketing Department.