

Policy Area: Board of Management

Policy Title: Equality and Respect

Revision No.: 1

Review Period: 5 years

Review Due:

It is the policy of the Board of Management to:

- promote and embed the principles of equity and equality in all College services and in every aspect of College life by encouraging, developing and maintaining an ethos which embraces difference and diversity and respects the dignity and rights of all, regardless of protected characteristics;
- promote that it is the responsibility of all to work and learn together harmoniously to create and maintain a respectful working and learning environment;
- ensure that staff understand their duty and responsibility to uphold this policy across the college community and when representing the college externally.
- ensure staff recognise their personal and professional responsibility to develop their knowledge in order to exemplify the positive behaviours and attitudes highlighted within this policy and the need to promote an inclusive culture.
- provide all employees and students with a safe environment which is free from bullying, intimidation, harassment and GBV;
- oppose and counter all forms of discrimination and promote that it is the responsibility of all employees and students to challenge and / or report disrespectful or bullying behaviour if it occurs;
- ensure that any incident or allegation of bullying, intimidation, harassment or GBV is taken seriously and that appropriate action is taken within a reasonable timescale;
- encourage and provide support and confidentiality to employees and students who raise concerns regarding possible incidences of bullying, intimidation, harassment and GBV they have witnessed and provide the same support and confidentiality to those against whom the allegations are brought;
- ensure the fair, consistent and respectful management of employees and support of all students; and
- ensure that employees and students are involved in all equality matters.

This Policy has been developed in line with all relevant legislation including the Equality Act 2010 and covers all individuals including, but not limited to, those with the following protected characteristics: Age, disability, gender reassignment (including gender identity and expression), marriage and civil partnership status, pregnancy and maternity, race, religion or belief, sex (formerly gender) and sexual orientation

