



**Central College
Nottingham**

Equality, Diversity and Inclusion Policy

Easy Read Version



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Introduction



The **Equality, Diversity and Inclusion** policy sets out what the College will do.

It follows the **Equality Act 2010** and the **Public Sector Duty**.

The policy applies to everyone at College: students, staff, visitors, parents and people who come into College to do work.

BIG words

Equality = this means treating everyone fairly. It means making sure everyone gets the help they need to have the same chances to do what they can.

Diversity = This is a mix of different kinds of people. For example, men and women, young and old people, people of different races, disabled and non-disabled people.

Inclusion = this means that everyone is included in all parts of College life.

What the College says



Everyone has the right to be treated with respect.



Everyone has the right to be treated fairly.



Everyone should be included

What the law says



The **Equality Act 2010** is the Government's law to make sure all people are treated fairly. The Equality Act is for everyone.

Who is the law for?



The law talks about different **protected characteristics** or things to do with a person:

- Age



- Disability



- Gender (if they are a man or a woman)



- Transgender people.

These are people who feel that the body they were born into is not right for them. This means they may want to change from being a man to a woman, or from a woman to a man.



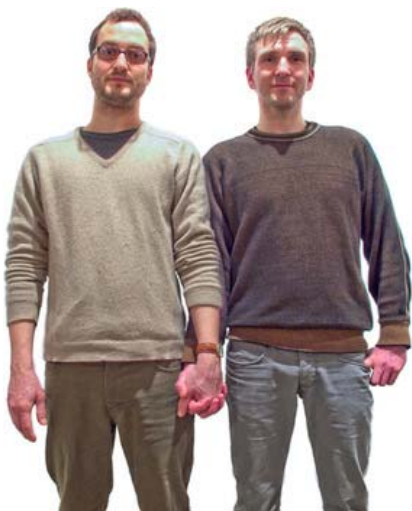
- Being pregnant or having a baby



- Race



- Religion or Belief



- Sexual Orientation (being straight, gay, lesbian or bisexual)

Different types of discrimination



The Equality Act protects people in these groups from discrimination.

BIG words

Discrimination means treating someone worse than other people for some reason.



Direct Discrimination is when an organisation or service treats someone worse than other people.



Discrimination by Association is when a service or organisation treats someone worse than other people because of someone they know.



Discrimination by perception is when a service or organisation treats someone unfairly because they think they are from a particular group.



Indirect discrimination is when a service or organisation does something, decides something, or has a rule that affects some people worse than others.



Discrimination arising from a Disability is when a service or organisation treats someone unfairly because of something to do with their disability.



Harassment means picking on someone or upsetting them on purpose.



Victimisation is when a service or organisation treats someone unfairly because they have complained or spoken up about something.

Treating disabled people fairly



The law says that organisations and services have to think about what people with different disabilities might need.



Reasonable adjustments are changes that individuals and organisations must make to give a person who is disabled the same chance as anyone else to use a service.



Reasonable means something that is fair and that an organisation is able to do.

Who has to stick to the law?



People or organisations that provide services must stick to the law and treat everyone fairly.



Public services and people who work for them must stick to the law and make sure everyone has an equal chance to use their service.



At the College there is a team of staff who work to make sure these things happen.

What the College will do



The College will make sure its staff know how important it is to treat everyone fairly and not to discriminate.



The College will make sure it treats everyone fairly and does not discriminate when it is making any plans or rules.



The College will make sure that its buildings and services can be used by anyone.



The College will challenge any discrimination, harassment or victimisation.



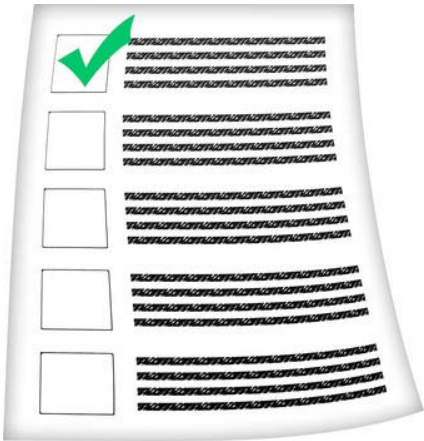
The College will work with students, parents and community groups to stop discrimination and harassment.



The College will think about what different people might need.



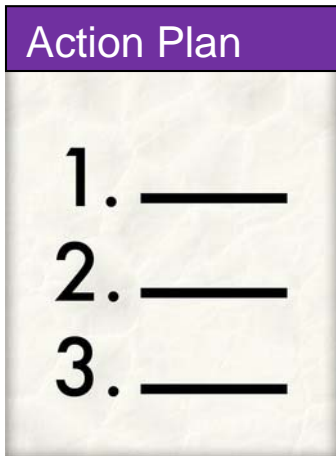
The College will look at the different types of learners and staff in the organisation to make sure everyone has a fair chance to succeed.



The College might sometimes provide special services or give some groups of people information or training. This is known as **Positive Action**.



For example, the College may provide more support to disabled people than people who do not have a disability if this helps them learn.



The College will create an Action Plan to make sure all these things happen.



The Action Plan will be looked at to make sure the College is on track.



If you are not happy you can complain about things the College has done or not done.

How to Contact Us



Telephone **0115 8842817**



inclusion@centralnottingham.ac.uk

For more information



[Click here](#)

The Equality Act, making equality real. Easy read version; Government Equalities office.



[Click here](#)

A Guide to the Equality Act. Easy read version by the Equality and Human Rights Commission.