

## **Equality at Longbenton Community College**

We are committed to making Longbenton Community College an accessible and inclusive organisation. We endeavour to be welcoming to all people who desire to work as members of the college either as students or as members of staff, regardless of particular characteristics. We endeavour to eliminate discrimination, harassment and victimisation, and promote good relations among different groups of people.

Within the context of the Single Equality Act 2010, we shall regularly monitor equality data and make appropriate adjustments as dictated by the data.

All of our policies are reviewed annually by the governors' Policy Scrutiny Committee, and in the case of staffing policies, by the Staffing Sub-Committee. In writing new policies and in reviewing current policies, the governors carry out an Equality Impact Assessment to ensure that there is no discrimination against groups with particular characteristics.

The governors have for some years produced a Gender Equality Plan and a Disability Equality Plan, and have working groups established to monitor and develop these plans. These plans are included separately.

### **Single Equality Plan April 2012 to April 2013**

1. We shall interpret the staffing equality data attached to the plan and consider this data in making future appointments to the staff.
2. We shall ensure that the issues included in the Disability Equality Scheme are carefully monitored.
3. We shall ensure that the issues identified in the annual review of the Gender Equality Plan are acted upon and progress is monitored.
4. We shall review all policies over the course of the year and assess for equality impact.
5. We shall ensure that we work with targeted groups within the college in order to narrow the gap in terms of their achievement and participation in activities.