confetti
institute of creative technologies

Equality, Diversity & Inclusion (EDI) Policy

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Contents

Confetti Institute of Creative Technologies

Confetti Institute of Creative Technologies (Confetti ICT) is based in Nottingham with its main campus in the city centre. As a training provider with a diverse catchment area, Confetti ICT is proud of its diversity and welcomes the way in which it enriches the experience of all students, staff and visitors.

Mission Statement

"I promise my team at Confetti will work to the very best of their ability to help you achieve to the very best of yours" Craig Chettle, Managing Director.

Context

Confetti is committed to creating a supportive and inclusive working and learning environment which is free from discrimination, where there is mutual respect and equality for all, and where differences are celebrated and respected. The organisation is proud of its diversity and values the way this enriches the life of the college and the experiences for all its community.

The Equality, Diversity and Inclusion (EDI) policy is set within the context of Confetti ICT's mission, values and strategic priorities. Actions to implement and develop this policy are incorporated into Confetti ICT's EDI Action and Improvement Plan which is supported by the self-assessment action plan. Equality objectives are set and published at four yearly intervals and are addressed by a comprehensive annual EDI Action and Improvement Plan.

Purpose

The EDI policy sets out the requirements and responsibilities of Confetti for ensuring, and advancing, equality for all members of the Confetti community in accordance with the Equality Act 2010.

The EDI policy establishes clear guidance, principles, structures and monitoring arrangements to ensure that equality, diversity and inclusion is fully embedded within all aspects of the organisation's academic and business functions.

Scope

This policy sets out the requirements and responsibilities of Confetti ICT for ensuring and advancing equity and fairness to all members of the Confetti ICT community. The policy also establishes clear guidance; principles; structures and monitoring arrangements with regard to EDI. The content and guidance should be applied to all Confetti ICT community including: visitors; contractors; employers; students; parents and other third parties.

Our Values

Confetti ICT has identified the following core values, which underpin all its activities:

Valuing students
- Removing barriers to learning
- Listening and responding to students' needs
- Striving for continuous improvement in services provided
- Providing a supportive and stimulating learning environment

- Encouraging students to develop the skills and aptitudes for effective citizenship.

Valuing staff
- Providing opportunities for training and development
- Encouraging staff to contribute fully to the mission of Confetti ICT
- Encouraging a commitment and pride in working together for a common purpose
- Embracing best practice in employment and employee relations.

Valuing our communities
- Treating all with parity of esteem
- Providing equality of access to resources
- Assisting people to contribute to the life of their community through learning
- Reflecting and celebrating the cultural diversity of greater Nottingham
- Providing clear and accessible learning pathways
- Working in partnership and common purpose with community groups, employers, schools and other providers.

Valuing the environment
- Providing learning which encourages individual and corporate responsibility for a sustainable future
- Managing our resources to support the development of Confetti ICT and its future
- Providing a safe, pleasant and healthy environment.

Overview

Confetti is committed to advancing Equality, Diversity and Inclusion (EDI) and it's overarching objectives for 2016 -2019 are to:

- Ensure all students have equitable access to an inclusive curriculum and services, that promote diversity.
- Ensure achievement gaps between students sharing protected characteristics are minimised.
- Ensure Equality, Diversity and Inclusion is promoted and celebrated through Confetti activities.
- Increase the confidence of staff to ensure all forms of discrimination, harassment and victimisation prohibited by Equality Act 2010 are acknowledged and addressed appropriately.
- Establish a Safe and Equal Group, which is committed to promoting positive relations amongst staff and students, while maintaining and supporting the development of a high quality inclusive and accessible learning environment.
- Ensure the impact of Equality, Diversity and Inclusion training is measured and feeds into the quality improvement cycle.
- Increase the diversity of our workforce and student population.

The commitment to EDI is endorsed and led by the Safe and Equal Group. All Confetti ICT members have responsibilities in relation to EDI and are encouraged to advance awareness of equality and actively challenge all instances of inequality, thus helping to remove barriers to access, achievement and progression. Confetti ICT is committed to equality of opportunity and will not tolerate unfair discrimination, harassment or victimisation relating to any of the nine protected characteristics in the Equality Act 2010:

- Age
- Disability
- Sex

- Gender Reassignment
- Marriage & Civil Partnership (in employment practices only)
- Pregnancy & Maternity
- Race – (this includes ethnic or national origins, colour and nationality)
- Religion or Belief
- Sexual Orientation

Confetti ICT respects the dignity and diversity of all our students and employees. It is our aim to give everyone the greatest opportunity to develop and fulfil potential. We value the contribution each person can make to Confetti ICT. This means that Confetti ICT will:

- Not tolerate any form of victimisation, discrimination or harassment on any grounds
- Provide appropriate, sensitive and accessible services to everyone
- Work to eradicate prejudice, discrimination, harassment and negative stereotyping
- Support campaigns for fair laws which treat people equally and protect groups from discrimination
- Ensure that everybody who studies or works at Confetti ICT is respected and valued
- Make reasonable adjustments for disabled students and staff to ensure fair and equal access to services and opportunities
- Treat people fairly and develop staff and students so that they are able to reach their full potential.

Equality Act 2010 protects people at work as employees, or people using a service from discrimination, harassment and victimisation. Our commitment to advancing equality of opportunities as an employer and education provider goes beyond legislative compliance to promoting positive relationships with all stakeholders, partners and the local community.

How will Confetti ICT ensure that equality, diversity and inclusion are at the heart of all activity?

- By requiring senior staff to lead by example in treating all staff and students with respect and being fair and reasonable
- By expecting all staff and students to behave in a way that others will see is respectful and fair to them
- By continuing to review systems by which any behaviour that is intimidating, discriminatory or otherwise contrary to the EDI policy, can be dealt with rapidly and effectively, in an environment which positively supports those who challenge such behaviours.

Definitions of Equality, Diversity and Inclusion explanation of equalities act and types of discrimination

Definitions

Equality is NOT about treating people equally, or the same. Equality protects people from being discriminated against. Equality gives people fair access to the same opportunities, resulting in equality of outcome. All learners have the same right of access to services and resources to meet their specific needs. To ensure equality, some individuals and/or groups may be treated differently in order to meet their different needs.

Diversity describes the range of visible and non-visible differences that exist between people. Managing diversity harnesses and celebrates these differences to create a productive environment in which everybody feels valued, where talents are fully utilised and in which organisational objectives and targets are met.

Inclusion is the overarching context encompassing equality, diversity and human rights that focuses positively on individuals and/or groups who may feel, or are, excluded from services because of any aspect of their identity.

EDI therefore describes an approach which embraces difference, treats each individual fairly with dignity and respect and without discrimination.

Different Types of Discrimination

Direct discrimination

Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have or because they associate with someone who has a protected characteristic.

Discrimination by association

Associative discrimination now applies for all practical purposes to all the discrimination strands. It did apply already to race, religion or belief and sexual orientation and has been extended to cover age, disability, gender reassignment and sex. This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

An example of associative discrimination might be a non-disabled employee who is discriminated against because of action she needs to take to care for a disabled dependant. This incorporates the European Court of Justice´s July 2008 ruling in the Coleman v Attridge Law case, where Sharon Coleman, a legal secretary, lodged a claim after alleging she was subject to harassment and discrimination after asking for time off to care for her disabled son.

The Act extends disability discrimination to `**Discrimination ARISING from disability**´. This is a new provision. The clause provides that it is discrimination to treat a disabled person in a particular way which, because of his or her disability, amounts to treating him or her badly and the treatment cannot be shown to be justified. For this type of discrimination to occur, the employer or other person must know, or could reasonably be expected to know, that the disabled person has a disability. Also the person who treats the disabled person in that way may still be liable for discrimination under this provision, whether or not the duty to make reasonable adjustments has been complied with.

The protection by association could have implications in relation to requests for time off or flexible working, parking permits for student parents with disabled children, etc.

Perception discrimination

Perceptive discrimination will now apply for all practical purposes to all the discrimination strands. This already applies to age, race, religion or belief and sexual orientation and has been extended to cover disability, gender reassignment and sex. This is direct discrimination against an individual because

others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

Indirect discrimination

This already applies to age, race, religion or belief, sex, sexual orientation and marriage and civil partnership and **has been extended to cover disability and gender reassignment**. Indirect discrimination is when a condition, rule, policy or even a practice applies to everyone, but has a disproportionate impact on people with a protected characteristic. Indirect discrimination can be justified if we can demonstrate that we acted reasonably for a sound business reason: i.e. that it is `a proportionate means of achieving a legitimate aim´. A legitimate aim might be any lawful decision, but if there is a discriminatory effect, the sole aim of reducing costs is likely to be unlawful. Being proportionate really means being fair and reasonable, including showing that you´ve looked at `less discriminatory´ alternatives to any decision you make.

Equality Impact Assessments could be a useful tool in this area, to demonstrate consideration of different options. These will continue to be rolled out across the University accompanied by staff training if required.

Harassment

Harassment is "unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual´s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual".

Harassment applies to all protected characteristics except for pregnancy and maternity and marriage and civil partnership. **Employees will now be able to complain of behaviour that they find offensive even if it is not directed at them, and the complainant need not possess the relevant characteristic themselves. Employees are also protected from harassment because of perception and association**.

Harassment will apply to all protected characteristics except for pregnancy and maternity and marriage and civil partnership. However, because of the overlap with sex and sexual orientation discrimination, for practical purposes, employers should assume the same protection will be given to people with these characteristics as for other protected characteristics.

Third party harassment

This already applies to sex and is now extended to cover age, disability, gender reassignment, race, religion or belief and sexual orientation. The Equality Act makes us potentially liable for harassment of our employees by people (third parties) who are not employees (for example, contractors or external trainers. Third parties can also include students). Strict requirements for third party harassment means that one-off incidents may still occur without the employee having recourse to complain: we will be liable however when harassment has occurred on at least two previous occasions, and we are aware that it has taken place and have not taken reasonable steps to prevent it from happening again.

Victimisation

Victimisation occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so. An employee is not protected from victimisation if they have maliciously made or supported an untrue

complaint. There is no longer a need to compare treatment of a complainant with that of a person who has not made or supported a complaint under the Act.

Responsibilities and Structures

The Chief Executive Officer
It is the responsibility of the Chief Executive officer to:
- Give a consistent and high profile lead on equality and diversity issues
- Promote the equality and diversity policy inside and outside of the organisation
- Ensure that the policy, its related procedures and strategies are implemented
- Ensure that all staff are aware of their responsibilities under the policy and are given appropriate training so that they can fulfil their responsibilities
- Ensure that students are aware of their responsibilities under the policy
- Ensure that disciplinary action is taken against staff and students who discriminate or harass others.

Executive Management Team
Confetti ICT will integrate the following principles into all aspects of leadership and management:
- Proactivity in promoting equality and diversity
- Tackling unlawful discrimination
- Encouraging, supporting and enabling all students and staff to reach their full potential
- Working in partnership with stakeholders to tackle all forms of discrimination and establish, promote and disseminate good practice
- Seeking to ensure that all staff, students and other members of Confetti ICT promote, support and comply with this policy.
- Ensure that Leadership and Management are aware of their statutory responsibilities in relation to equalities legislation
- Annually review the EDI and other related policies

The Senior Management Team
It is the responsibility of the Senior Management Team of the Confetti Media Group to:
- Ensure a strategic framework that fosters a positive ethos with regard to equality and diversity and the elimination of all forms of discrimination
- Ensure that the Senior Management Team comply with the statutory responsibilities in relation to implementation of equalities legislation
- To provide appropriate training and support to ensure Confetti ICT members are confident in their implementation of the policy.
- Ensure that the policy is implemented.

All Course Leaders of Confetti ICT
It is the responsibility of Course Leaders of Confetti ICT to:
- Take the lead in creating a positive ethos in relation to equality and diversity and implementing the policy in their curriculum area.
- Ensure that they are aware of Confetti ICT's statutory duties in relation to equalities legislation
- Treat all concerns with regard to equalities issues raised by students and staff seriously and with sensitivity, to investigate and, if appropriate, instigate disciplinary action against staff and students who discriminate or harass others
- Deal with incidents of discrimination and harassment.

All Staff of Confetti ICT

Everyone in the Confetti ICT community has a responsibility to give full and active support for the EDI policy by ensuring:

- the policy is known, understood and implemented
- their behaviour at all times takes into account and respects the diversity of others
- everyone is treated with respect and dignity
- behaviour not in accordance with the EDI policy is challenged and acted upon.
- To seek appropriate training or support to ensure that they are confident that their own actions and professional practice (including customer interface, lesson plans, schemes of work, the design and content of materials used, relationships with colleagues etc.) are consistent with the policy and that they can confidently challenge bias, stereotyping, discrimination and harassment as it arises
- Deal with incidents of discrimination
- Not discriminate on any grounds
- Keep up to date with equalities legislation by attending training events and take note of related information organised and disseminated by Confetti ICT.
- Make students aware of their responsibilities to uphold equality, diversity and inclusion

Students of Confetti ICT

It is the responsibility of students of Confetti ICT to:

- Ensure that they comply with Confetti ICT EDI policy
- Ensure that they treat all members of Confetti ICT with respect and do not engage in bias, stereotyping, harassment or discrimination
- Report any incident that contravenes this policy to a member of staff.

Partners and Contractors

It is the responsibility of all Confetti ICT partners and contractors to:

- Ensure that they comply with Confetti ICT EDI policy
- Ensure that they treat all members of Confetti ICT with respect and do not engage in bias, stereotyping, harassment or discrimination
- Report any incident that contravenes this policy to a member of staff.

Key Principles and Commitments

Confetti ICT strongly believes that the diversity of local communities is one of our greatest strengths and our most valuable asset. Confetti ICT is fully committed to EDI and believes that all individuals have an equal right to develop and achieve their full potential. We firmly believe that our work within Confetti ICT, with local communities, partners and other agencies, is a means to promote a culture and a community that celebrates and welcomes diversity.

In accordance with the Equality Act 2010, Confetti ICT supports the development of a society in which:

- People's ability to achieve their potential is not limited by prejudice or discrimination
- There is respect for and protection of each individual's human rights
- There is respect for the dignity and worth of each individual
- Each individual has an equal opportunity to participate in society
- There is mutual respect between groups based on understanding and valuing of diversity and on shared respect for equality and human rights.

Confetti ICT believes that all forms of prejudice and discrimination are unacceptable.

Confetti ICT recognises its obligations and responsibilities as an employer and as a major provider of education. Confetti ICT will seek to reflect its commitment to EDI in its dealings with members of the public, other agencies and suppliers of services and supplies.

Confetti ICT will seek to challenge inequality, prejudice and discrimination whether direct, indirect, associative or by perception and embraces diversity in all its aspects, and aims to employ a diverse workforce.

In seeking to achieve a balanced workforce at all levels, Confetti ICT will ensure that no employee, job applicant or candidate for promotion will be disadvantaged, or treated less favourably because of conditions or requirements that are not related to the job. Reasonable adjustments will be made to arrangements and premises to ensure equal access for disabled members of the Confetti ICT community, or potential members.

Confetti ICT is committed to recognise and remove the barriers that prevent or make it difficult for disabled people to use our services or to be employed by us, wherever reasonably possible. These barriers include those not just in the physical environment but the attitudes and behaviour of staff, our policies, systems and processes that govern how we carry out our functions.

In order to ensure that all members, or potential members of the Confetti ICT community, are treated with equality and fairness at all stages of employment and enrolment and that their treatment is based solely on open, fair and objective criteria, Confetti ICT will ensure that equality issues are embedded into all its policies and procedures through the effective implementation of Equality Impact Analyses.

Implementation

Curriculum
Confetti ICT will:
- Avoid perpetuation of stereotyping in the content and range of its provision
- Provide progression routes to enable students to reach their maximum potential
- Monitor and evaluate the recruitment, progress and achievement of different groups of students and review against benchmark data to identify areas for improvement
- Ensure that the curriculum deals effectively with issues of equality and diversity.

Learning and Development
Confetti ICT will:
- Ensure that curriculum planning, staff selection, induction and professional development and course review are all designed to foster teaching and learning strategies which promote equality and diversity
- Ensure that teaching and learning strategies make explicit commitment to the use of lesson planning, schemes of work, learning resources and activities which promote equality and celebrate diversity
- Ensure, through the above and other training, that teaching staff create an environment free of prejudice, discrimination and harassment where students can contribute fully and freely and feel valued
- Ensure that the internal inspection, observation and self-assessment process will be designed to review the impact of teaching and learning on different groups of students and to identify and address any inequalities.

Marketing
Confetti ICT will:

- Promote the use of positive images regarding protected characteristics
- Engages in market research which will identify groups which do not participate and their perceptions of the barriers to their participation
- Take appropriate actions to break down identified barriers and actively encourage and widen participation.

Admissions and Access
Confetti ICT will:
- Ensure that it takes steps that attracts students from a diverse range of backgrounds
- Ensure that admissions processes are applied consistently and fairly to all applicants
- Ensure that everyone involved in interviewing and selecting applicants knows about the Equality and Diversity Policy and that they have received training in putting the policy into practice
- Provide clear, accessible and welcoming information and advice about learning opportunities
- Work to customer care standards designed to promote access and participation from all groups
- Interview and assess applicants against clear and transparent criteria to ensure that they are placed on courses where they can succeed and ensure reasonable adjustments are applied in line with regulatory guidance
- Inform course placement by explicit entry criteria and ensure that placement decisions are transparent and equitable
- Ensure that recruitment is monitored to identify and address inequality.

Guidance and Student Support
A range of services is available for all students according to their needs including:
- Initial advice and guidance, tutor support and progression guidance
- Assessment of individual needs so that appropriate additional learning support can be provided
- Flexible examination and assessment arrangements for students with additional needs
- Information, advice and guidance, including referral to external support services to promote equality and wellbeing

Achievement, Progression and Assessment
Confetti ICT will:
- Ensure that Confetti ICT staff use a range of assessment strategies to meet the particular needs of individual students within the frameworks set by awarding bodies
- Ensure that students receive regular, planned formative assessment to monitor groups who have been traditionally under-represented in education and training
- Monitor retention and achievement by ethnicity, gender and disability and ensure that curriculum leaders and teaching staff take action to address identified inequalities.

Customer Satisfaction
Confetti ICT will make use of information obtained from customer surveys and feedback processes to:
- Ascertain the views of students on the quality and effectiveness of its services and provision
- Analyse according to different client groups and compare with available benchmark data to inform improvement strategies and action plans.

Staff Recruitment and Selection, Induction and Professional Development
Confetti ICT is committed to:
- Providing Equality training for all staff as a condition of employment
- Developing its policies and procedures to include strategies which will redress imbalances and reduce barriers to employment for under-represented groups

- Ensuring that employment, promotion and development opportunities are advertised locally or nationally as appropriate
- Promoting family friendly policies and be sensitive to the religious needs of staff
- Ensuring that all recruitment and selection processes are free from bias and discriminatory practice
- Ensuring that everyone who is involved in recruitment and selection is effectively trained and knows what to do to avoid discriminating intentionally or otherwise
- Ensuring that the quality of induction for new staff enhances their potential for success within the job in question
- Ensuring that the induction of new staff covers all aspects of Confetti ICT's policy and practice
- Ensuring that all staff are aware of their entitlement to training particularly such training as is required to support them in working with new groups or individual students with particular learning, access and/or support needs
- Principles of equality being integrated within processes for determining salaries and grading.

Quality Assurance

Confetti ICT recognises the centrality of equality to quality assessment and improvement and will as part of the regular staff and student monitoring:
- Ensure that there is an Annual Equality and Diversity Report which reports detailed patterns of participation and progress amongst all groups of students and staff
- Ensure that (where they exist) equality and diversity benchmarks are used in setting and monitoring targets and performance measures
- Ensure that the annual self-assessment and internal inspection processes and procedures highlight the impact of curriculum and service delivery on equality and diversity
- Ensure that the outcomes of equality and diversity monitoring and assessment inform quality improvement plans at all levels and that these plans address identified inequalities and target improvements.

Student Induction

Confetti ICT will:
- Ensure that students are provided with a general induction, which, amongst other elements, covers information about Confetti ICT's approach
- Provide supplementary student material which promotes equality and ensures that students are aware of their rights, their responsibilities and how to get help and support in relation to issues of harassment and/or discrimination.

Student Discipline and Exclusions

Confetti ICT will:
- Ensure that there is a published, clear and transparent code of discipline for students within the Student Handbook
- Ensure that all processes relating to the disciplining of students are fair and transparent
- Ensure that students facing disciplinary situations or hearings are aware of their rights.

Social Infrastructure

Confetti ICT recognises the need to positively develop an ethos that celebrates diversity and promotes tolerance, respect and equality. Confetti ICT will:
- Ensure that the extra curricular activities and events cater for the interests or needs of all students and take account of any concerns about religion, belief or culture
- Develop and organise events which celebrate cultural, religious and racial diversity and understanding

- Ensure that world events with the potential to cause tension and divisions within Confetti ICT are treated sensitively by the staff and student body, and take the opportunity to further promote understanding, tolerance and respect
- Ensure that the visual and physical environment reinforces messages related to celebration of diversity and the promotion of equality.

Procurement and Outsourcing

Confetti ICT acknowledges that our duty to promote for example: disability, race and gender equality extends into those situations where any of our functions or services are contracted, or sub-contracted, to other companies, organisations, groups or individuals, as well as direct works such as building works and repairs.

Confetti ICT will:
- Ensure that it meets its duty as defined by legislation in functions that it carries out under contract or under other service agreements
- Take account of equality and diversity in contractual and other arrangements for delivering services
- Ensure that sanctions are taken against contractors or providers of services who do not follow the Confetti ICT Equality and Diversity Policy.

Confetti ICT Partnerships and Community Links

Confetti ICT recognises the crucial importance of a wide range of community and business partnerships in order to develop learning opportunities and services appropriate to and utilised by the diverse communities that Confetti ICT serves. Confetti ICT will:
- Develop extensive partnerships designed to promote participation amongst under-represented groups
- Work collaboratively with external organisations and partners to inform our own approach to equality and participate in such collaboration as required to contribute to equality and diversity work across the conurbation.

Finance and Physical Resources

Confetti ICT will:
- Continue to ensure its buildings and facilities are accessible for students with mobility or sensory difficulties through its accommodation strategy.
- Provide a confidential environment to facilitate 1:1 and multi agency meetings for students and specialist agencies
- Make financial resources available to fund appropriate improvements and reasonable adjustments as are deemed reasonable.

Planning, Monitoring, Evaluation and Communication

Planning
- The Equality and Diversity Policy will be reviewed on an annual basis
- Monitoring will be a continuous process of data gathering, analysis, questioning, investigation, proposals and change tracked through and EDI action and Improvement plan
- Ethnicity monitoring will utilise the Home Office recommended categorisation framework and will also take full account of the Data Protection Act 1998 in the collection, storing and analysis of ethnicity data

- Monitoring will be undertaken in accordance with best practice recommendations, particularly from bodies such as the Equality and Human Rights Commission and with regard to data protection principles
- Confetti ICT will collect and utilise monitoring data to monitor the recruitment, retention, achievement and progression of all students and will use this data to set targets for removing any identified disparities between groups of students. Monitoring data will also be used on attendance, formal disciplinaries, and complaints and will be used to inform planning and decision making
- Confetti ICT will collect and utilise monitoring data to monitor the recruitment, retention, development and progression of all staff and will use this data to set targets for removing any identified disparities between groups of staff.

The policy and its strategy will be monitored and evaluated to ensure progress and effectiveness in the following areas:
- The elimination of all forms of discrimination
- The promotion of equality and diversity
- The utilisation of the results of reviews and assessments to inform planning and decision making.

Progress
Progress under the policy and against the implementation plan will be published annually in the Equality and Diversity Report that will be considered by the following groups:
- The Senior Management Team of Confetti Media Group
- The Confetti ICT Safe and Equal Working Group.

Training and Development
- Training and development for students and staff will form an integral part of implementing the policy and the effectiveness of training will be monitored and evaluated.

Communication and Dissemination
Confetti ICT is committed to obtaining and listening to the experiences of different groups within the Confetti ICT community.

The policy will be published to students, staff and visitors to Confetti ICT.

Breaches of Policy and Complaints

Proven acts of discrimination, harassment, abuse or victimisation will be treated as a serious disciplinary offence. Staff and students who feel they are being discriminated against should seek resolution through the complaints procedure.

Legislative Requirements

This college policy statement affirms its commitment to the Equality Act 2010 which has strengthened and harmonised the current and previous equality legislation:

- Equal Pay Act 1970 (and 1983 Amendments)

- Special Educational Needs Act 2001
- Rehabilitation of Offenders Act 1974
- European Equal Treatment Directive 1976
- Sex Discrimination Act 1975 & 1986
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Gender Equality Duty 2007
- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Part Time Workers Regulations 2000
- Disability Discrimination Act 1995
- Disability Discrimination Act 2005
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Rights Act 1996
- Education and Skills Act 2006
- Protection from Harassment Act 1997
- Equality Act 2006
- Equality Act 2010
- Data Protection Act 1998
- Human Rights Act 1998
- Learning and Skills Act 2000
- Employment Equality (Age) Regulations 2006