



Equality and Diversity

Equality and Diversity is the current term used for Equal Opportunities.

What is Equality? (Equal rights and treatment to all individuals)

Equality is ensuring individuals or groups of individuals are treated fairly and equally and no less favourably, specific to their needs, including areas of race, gender, disability, religion or belief, sexual orientation and age.

Promoting equality should remove discrimination in all of the aforementioned areas. Bullying, harassment or victimization are also considered as equality and diversity issues.

What is Diversity? (Difference from what is normal or expected)

Diversity aims to recognise, respect and value people's differences to contribute and realise their full potential by promoting an inclusive culture. Valuing the differences between people and the ways in which those differences can contribute to a richer, more creative and more productive working environment.

Types of Discrimination

- * Positive – Giving advantage to groups i.e. ethnic, sex, disability, etc.
- * Direct – Treating somebody less favourable on the grounds of their sex, race, etc. eg, bullying, harassment or exclusion
- * Indirect – Applying an apparently general rule which in practice disadvantages one sex, race, etc.

How can we promote Equality and Diversity?

- * Treating all staff and students fairly
- * Creating an inclusive culture for all staff.
- * Ensuring equal access to opportunities to enable all to fully participate
- * Enabling all to develop to their full potential
- * Equipping staff with the skills to challenge inequality and discrimination within their work environment.
- * Making certain that any learning material/equipment does not discriminate against any individuals or groups.
- * Ensuring policies, procedures and processes don't discriminate