



POLCR 3 Equality, Diversity and Inclusion Policy

All College policies and procedures adhere to the guidelines and ethos of Equality and Diversity

When printed, this document becomes

UNCONTROLLED COPY

Always refer to the Intranet to ensure you are
accessing the current version

Date of Origin			March 2018		
Last Updated			March 2025		
Proposed Review Date			March 2026		
EQIA Date			July 2023		
DPIA Date			October 2025		
Responsibility or Review			College Registrar		
Executive Board or Committee Approval			Staff Sub Committee		
Clan	X	MyNCL	X	Website	X

Contents

1	Purpose and Benefits.....	3
2	Statement of Commitment	3
3	Responsibilities	3
4	Policy Objectives.....	4
5	Equality & Diversity Legislation	4
6	Definitions.....	6
7	Raising Issues	7
8	Fair Assessment Statement	7
9	Monitoring and Review	7

1 Purpose and Benefits

The purpose and benefits of this document are:

- To outline the College's statement of commitment to Equality, Diversity and Inclusion (EDI);
- To confirm the lines of responsibility and accountability for Equality, Diversity and Inclusion (EDI) at NCL

The document also sets out the legal framework underpinning EDI and signposts to the College's statutory reports and other sources of information.

2 Statement of Commitment

NCL believes that everyone has a right to services, education and employment that are free from all forms of unlawful and unfair discrimination.

As one of the largest colleges in Scotland and one of the largest employers in Lanarkshire and East Dunbartonshire, we recognise that our actions and influence extend across our region and beyond, and touch the lives of thousands of people within our communities. It is important, therefore, that our actions are guided by social justice, fairness and integrity, committed to the principle of respect for all.

As a public body, we are also aware of our responsibilities and legal obligations under The Equality Act 2010, the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (as amended), and our duty of care to all members of the NCL community. We will, therefore, take every step possible to ensure that every individual is treated fairly and equally and that decisions on recruitment, employment, education, selection, training, promotion, career management and provision of other benefits and college services are based solely on objective and relevant criteria.

3 Responsibilities

Every member of the NCL community (which includes, students, staff, stakeholders, partners and visitors) is responsible for ensuring that their interactions with others and the decisions for which they are responsible are supportive of a culture that promotes equality, diversity and inclusion, within an environment that values and encourages the contribution of everyone.

The **College Registrar** has specific designated responsibility for equality, diversity and inclusion within the College's Executive Board, ensuring that all of the College's legal responsibilities are met and that regular updates are provided to the Board of Management in relation to this area of work.

The **Equality, Diversity and Inclusion Adviser**, supported by the **Human Resources Team** and the **Brand and Communications Team** has a specific remit to produce, review and be

responsible for the publication of the College's EDI information, Equality Mainstreaming Report, Workforce Monitoring Report and equalities pay gap information.

4 Policy Objectives

Equality of opportunity is crucial to good practice in any organisation and fairness of opportunity for all is a basic right. Our EDI activity is underpinned by our commitment to:

- deliver and embed equality, diversity and inclusion throughout our organisational policies, procedures and practice and develop an ethos which respects and values all people;
- challenge discrimination and lack of opportunity and to use our influence and reach to encourage other organisations and individuals to do the same;
- create a culture that respects and values an individual's differences and recognises that difference and diversity is an asset to our organization, both to its work and the people it serves;
- eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour. No form of intimidation, bullying or harassment will be tolerated within the NCL community;
- take positive action¹ to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations, and to prepare students for life in a diverse society;
- ensure all members of staff, students, partners, stakeholders and visitors are aware of and encouraged to support the objectives of this policy;
- promote good relations amongst people within our community and the wider communities within which NCL works;
- do our best, within available resources, to remove barriers which limit or discourage access to NCL's education provision and activities;
- monitor the implementation, set targets for improvement and evaluate the impact of equality and diversity action

5 Equality & Diversity Legislation

The key legislation relating to equality, diversity and inclusion remains The Equality Act 2010, which states that listed public bodies (which includes Colleges) have a general duty to consider the following in their everyday actions and activities and to take into account the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

Clearly, given the role that the College plays in the lives of our students, staff and the wider community, these duties touch on all that we do.

¹ as permitted within legislation

The Equality Act 2010 defines nine 'protected characteristics':

- Age;
- Disability;
- Gender Reassignment;
- Marriage and Civil Partnership;
- Pregnancy and Maternity;
- Race;
- Religion and Belief;
- Sex;
- Sexual Orientation

To these nine protected characteristics, NCL also extends its approach to equality, diversity and inclusion to cover those who are care-experienced, in recognition of the challenges and lack of opportunity that can often be faced by individuals within this group. More detail of our plans in relation to supporting care-experienced learners can be found in our Corporate Parenting Plan.

As well as the protected characteristics within the Equality Act 2010, NCL recognises that individuals are protected from detriment on grounds of trade union membership or participation in trade union activities under Section 146 of the Trade Union and Labour Relations (Consolidation) Act 1992.

In addition to the general duty placed on us by the Equality Act 2010, the Scottish Government introduced specific duties, aimed at ensuring that actions taken were considered against a base of evidence and that plans were accessible publicly. The Equality Act (Specific Duties) (Scotland) Regulations 2012 (as amended)² required public bodies in Scotland to:

- Report on mainstreaming the equality duty and publish against progress every two years;
- Publish equality outcomes every four years and report progress toward achieving these every two years;
- Assess and review policies and practices;
- Gather and use employee information;
- Publish statements on equal pay;
- Publish pay gap information;
- Consider award criteria and conditions in relation to public procurement;
- Publish in a manner that is accessible.

The statutory reports and statements published by NCL, as well as other policy documents relevant to EDI are available on our website here:

<https://www.nclanarkshire.ac.uk/us/equality-diversity>

² These regulations were amended in 2015 and in 2016

6 Definitions

There are a wide range of terms often used when considering equality, diversity and inclusion. Definitions of the most commonly used terms are provided here:

Equality means creating a fair society where everyone can participate and has the opportunity to fulfil their potential. It is supported by legislation designed to address unfair discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. It is not about everyone being treated the same. It is recognition that individuals have different needs, which may need to be met in different ways to achieve equality of outcome.

Diversity means recognising and acknowledging the benefit of having a range of perspectives and backgrounds involved in the life of the college and the decisions we make, and taking steps to ensure that we are representative of the communities we serve.

Inclusion means creating a culture and organisational practices that recognise, respect and value each person's contribution, for the benefit of everyone.

Protected Characteristics (as defined by the Equality & Human Rights Commission³):

Age	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender Reassignment	The process of transitioning from one gender to another.
Marriage & Civil Partnership	Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as civil partnerships . Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy & Maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

³ <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

Race	Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, nationality (including citizenship), ethnic or national origins.
Religion & Belief	Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Sex	A man or a woman.
Sexual Orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

7 Raising Issues

New College Lanarkshire intends that all students, staff, visitors and partners have a positive engagement with us. For this reason, it is important that we are made aware if we have not met this expectation or if anyone considers that they have been treated unfairly as a result of any protected characteristic(s).

Should any student, visitor, partner or member of the public wish to raise a concern they should make us aware of this via our [Complaints Handling Procedure](#).

Should any member of staff feel that they are been treated unfairly on the grounds any protected characteristic(s) they should raise this in the first instance with their line manager, a member of the human resources team, or their trade union representative with a view to resolution in the first instance. However, should the staff member feel that an adequate resolution has not been reached please refer to the Grievance policy.

8 Fair Assessment Statement

NCL has agreed policies and procedures in place to evaluate our assessment arrangements and to support access to fair assessment. This includes provision of alternative assessment arrangements and additional support for those who require it. Further details are available from the Educational Learning Support team at els@nclan.ac.uk.

9 Monitoring and Review

All feedback, both formal and informal, from staff, students, employers, and other interested stakeholders, is reviewed by NCL and will inform future revisions to this document. Any actions necessary to maintain compliance, these are actioned as soon as possible.

NCL also monitors the effectiveness of this policy and our arrangements for equality, diversity and inclusion to maintain full compliance with statutory requirements.

Version Control

Version	Version date	Sections updated
March 2025	10 March 2025	Front page update.
March 2025	10 March 2025	Review date updated.