

Equality Objectives for 2022-26

The general equality duty, located in the Equality Act 2011, requires public authorities, in the exercise of their functions, to have **due regard** to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
2. Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it; and to
3. Foster good relations between people who share a relevant protected characteristic and those who do not share it.

Setting of the equality objectives

WSFC recognises, as a college, its duty and responsibility to establish equality for all students, staff, other members of the College community and service users regardless of their age, race, gender, disability, gender reassignment, sexual orientation, pregnancy & maternity, religion or belief, marriage and civil partnership as defined within the Equality Act 2010.

Setting of Equality Objectives for 2022-26

1. To foster good relationships by raising awareness of issues around LGBTQ+ and how to support students.
 - o Include as part of staff training – Raising awareness of LGBT+ students and staff needs and in particular those students who identify themselves as being transgender
2. Raise awareness of tackling bias
 - o Continue to raise awareness of diversity within the College and the wider community through the development and use of resources linked to key events as well as Black History Month
 - o Gender issues- focus on an International Women's Day- across the curriculum using resources provided
3. To foster good relations by developing a greater understanding of faiths within the College and the student community, to continue to develop the work of the two volunteer chaplains in the College and to look to invite speakers of other faiths to talk to student groups

These three equality objectives are the focus for celebrating a range of both cultural and religious events and that the number of events, celebrating diversity would be one each half-term.

Monitoring would continue to take place through the number of participants who would be involved in the activities. The collection of information is crucial to support the decisions taken to prioritise which actions should be taken to improve equality and eliminate discrimination within the College. The information subsequently would help to review performance and so would also enable to monitor the delivery on equality duties.