

Equality Guidance for Staff



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Introduction

Section 75 of the Northern Ireland Act 1998 (the Act) requires The North West Regional College to comply with two statutory duties.

Section 75 (1)

In carrying out our functions relating to Northern Ireland we are required to have due regard to the need to promote equality of opportunity between

- persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- men and women generally
- persons with a disability and persons without
- persons with dependants and persons without.

Section 75 (2)

In addition, without prejudice to the obligations above, in carrying out our functions in relation to Northern Ireland we are required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

“Functions” include the “powers and duties” of a public authority. This includes our employment and procurement functions.

Equality Scheme

The College’s equality scheme outlines how it plans to fulfil its commitments to the Section 75 statutory duties. For example:

1. Continue to commit the necessary resources in terms of people, time and money to comply with Section 75 statutory duties and implement Equality Scheme
2. Review internal arrangements for ensuring effective compliance with the Section 75 statutory duties and for monitoring and reviewing progress
3. Continue to develop and deliver a programme of communication and training for staff and Governing Body members ensuring that staff and Governing Body members are aware of its obligations
4. Ensure SER process facilitates the reporting of examples to meet equality statutory obligations
5. Draft and submit the annual report on progress to the Equality Commission by 31 August each year and post report on website
6. Review Equality Improvement Plan annually

7. Review consultation lists annually
8. Publish screening forms as per commitments
9. Monitor policies with an adverse impact

The Equality Scheme demonstrates the College's commitment to the promotion of equal opportunities and good relations.

The current scheme can be accessed

Staff Responsibilities

All staff have responsibility to promote equality within their job role. Job descriptions for staff detail their responsibility, ie, *"All staff have an obligation to comply with the statutory duties relating to Section 75 of the Northern Ireland Act 1998 and will be required to contribute to the implementation of the College's Equality Scheme drawn up in accordance with this legislation."*

What does this mean?

Staff are responsible for ensuring that

- they are aware of the College's statutory duties relating to the nine categories contained within Section 75 of the Northern Ireland Act 1998;
- their schemes of work, lesson content and teaching resources demonstrate sensitivity to issues of equality / cultural diversity;
- they report breaches brought about by inappropriate behaviour by students, work placement providers, outside contractors or other members of staff;
- they offer and provide on request information in alternative formats to meet the needs of individuals or groups;
- they participate in training offered in relation to equality;
- they familiarise themselves with College Equality policies and obligations;

- they set individual objectives each year in respect of promoting equality in relation to their job role;
- they make reasonable adjustments for individuals with disabilities to, where possible, remove any relevant disadvantage;
- they reflect on promotion of equality as part of the SER process;
- they will ensure promotion of equality targets are included in QIP;
- they will highlight areas of poor practice in relation to equality and make suggestions to improve the promotion of equality;
- they will cooperate with investigations into breaches of equality.

Conclusion

All staff have responsibility for the promotion of equality. Any queries / comments should be raised initially with their line manager.

Progress Reports

On an annual basis, the College provides a report to the Equality Commission of the work it has undertaken to promote equality throughout its campuses. The Progress Report captures how each functional area promotes equality through day to day work with students, colleagues and external agencies. Examples of work includes

1. embedding equality into curriculum
2. providing Equality awareness training to all staff
3. developing a programme of awareness raising for the year – Calendar of Events to address all categories of equality
4. Continuing the provision of support for people with a disability to improve employability
5. Reviewing the Mental Health Charter (Equality Commission)
6. Health and Wellbeing Programme to continue to address concerns regarding poor mental health among staff and students
7. Continue partnership working with Innovation and Recovery project to maximise benefits to staff and students
8. Encouraging all departments to promote equality throughout each year

9. Increasing participation of relevant staff in the screening of policies relevant to their respective areas,

The report also outlines the how many policies were screened in that reporting period, any complaints received as well as the equality training that has taken place with evaluations.

The last report for 2020/2021 can be accessed [here](#).

Equality Documents

There are a number of equality documents on the [Equality Section](#) of the website which provide further guidance on how the College promotes equality. These include Transgender guidance, Student equality data, etc. In addition the College publishes on a quarterly basis a report outlining how many policies have been equality screened and their outcome.

		EQUALITY	
Section 75 requires that public authorities, in carrying out their functions, have due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations. With this in mind, do you have any suggestions as to how the College could further promote equality of opportunity?			
If you do, please contact Michelle Breslin by email at michelle.breslin@nwrc.ac.uk, by phone at 02871 276004 or by textphone at 02871 276167.			
The College welcomes calls via Relay. Alternatively you can email equality@nwrc.ac.uk .			