

North West Regional College

Equality Scheme Guide for Staff

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.

Staff Responsibilities

All staff have responsibility to promote equality within their job role. New 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.

