

North West Regional College

Equality Scheme Guide for Managers

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.

Managers’ Responsibilities

All staff with managerial responsibility is obliged to promote equality within their job role but also to ensure equality is promoted by the actions of staff for which they have responsibility.

What does this mean?

All managerial staff will ensure that

- they are aware of the College’s statutory duties in relation to equality and Section 75 of the Northern Ireland Act 1998;
- they ensure all staff under their responsibility appreciate and understand their obligation in relation to equality;
- all aspects of College policy and activity are sensitive to equality issues;
- monitoring data is available to staff to identify areas of concern;

- the College's publicity materials present appropriate and positive messages reflecting each of the equality groups;
- they examine and regularly review existing policies;
- they and their staff are appropriately trained in Equality;
- appropriate training and development is provided to support the appreciation and understanding of diversity;
- staff are given appropriate support and requests for adjustments are given due consideration;
- they set and ensure staff set individual objectives each year in respect of promoting equality;
- they ensure equality is part of the SER and QIP process and appropriately reflected;
- they will address issues of poor practice;
- they will cooperate with investigations into breaches of equality;
- they will (where appropriate) conduct investigations and make recommendations in respect of equality.

Conclusion

All managers have responsibility for the promotion of equality. Any queries / comments should be directed to Ms Michelle Breslin, Administration and Training Support Manager.

