



JAMES  
WATT  
COLLEGE

## Equality & Diversity Policy Statement

James Watt College has put equality and diversity into the heart of its values which include treating each other with courtesy, dignity and respect. The College will also promote an environment which is inclusive, open and built on trust which enables us to demonstrate integrity and fairness in all that we do.

Embedding the principles of equality and diversity will help us measure our performance more effectively as part of the College's performance framework and will contribute to the College meeting the positive equality duties of race, gender and disability. The College Equality and Diversity Steering Group will be responsible for monitoring and reviewing College progress on all aspects of Equality and Diversity and will report annually.

This policy will apply to all members of the College community be they staff, students, prospective applicants, customers, partners, contractors or visitors. In particular the Board of Management and Leadership Team have a responsibility to ensure that this policy is owned by all members of staff who will be supported through appropriate and effective communication and training to carry out their duties in a way which promotes equality and diversity.

The College recognises that we are all complex beings with multiple identities across all of the equality strands of age, gender, race, disability, religion & belief and sexual orientation. In this regard the College commits to making sure that in its employment and education practice that individuals or groups will not be discriminated against.

Any breach of College policies in this area will be treated as a serious matter, which may warrant disciplinary action in accordance with the appropriate procedures.