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Equality and Diversity Summary

This is about creating a fairer society where everyone can participate and has the same opportunity to fulfil potential. Diversity is not an 'initiative' it is an ongoing core aim and a core process.

[Equality Act 2010](#): This Act provides a modern single legal framework with clear streamlined law to more effectively tackle disadvantage and discrimination.

JFC is committed to the policy of equity of treatment of all employees, apprentices, learners and applicants, and requires all employees and learners to abide by and adhere to this general principle and the requirements of the Code of Practice issued by the Equal Opportunity Commission and the Commission for Racial Equality. JFC embraces diversity in all its aspects, and aims to employ a workforce, which reflects at every level, the community it serves.

- 1) All employees, apprentices and learners are expected to abide by the requirements of the Race Relations Act 1976 which was amended in 2000, Sex Discrimination Act 1975, and the Disability Discrimination Act part 4 (SENDA). Specifically, discrimination is prohibited in:
 - a) Treating any individual on the grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation, disability, age or membership or non-membership of a Trade Union, less favourably than other;
 - b) Expecting an individual solely on the grounds stated in item (1a) to comply with requirement(s) for any reason whatsoever related to their employment or studies, which are different to the requirements for others;
 - c) Imposing requirements on an individual, which are, in effect, more onerous on that individual than they are on others.
 - d) Harassment of an employee, apprentice, learner or any third party (which for the purpose of this policy, and the actions and sanctions applicable thereto, is regarded as discrimination);
 - e) Any other Act or omission of an act, which, as its effect, places an employee, apprentice, learner or applicant at a disadvantage against another (or others) purely on the above grounds. Thus, in all disciplinary matters it is essential that merit, experience, skills and temperament are considered as objectively as possible.

PROTECTED CHARACTERISTICS

[The Equality Act](#) covers the same groups that were protected by existing equality legislation – age, disability, gender reassignment, race, religion or belief, sex, sexual orientation,

marriage and civil partnership and pregnancy and maternity. These are now called 'protected characteristics' In addition the Act extends some protections to characteristics that were not previously covered, and also strengthens particular aspects of equality law.

JFC Training College adheres to recognition of the 9 Protected Characteristics, protected by law as per the [Equality Act](#). They are:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.

Age

The Act protects people of all ages. However, different treatment because of age is not unlawful direct or indirect discrimination if you can justify it, i.e. if you can demonstrate that it is a proportionate means of meeting a legitimate aim. Age is the only protected characteristic that allows employers to justify direct discrimination.

Disability

The Act has made it easier for a person to show that they are disabled and protected from disability discrimination. Under the Act, a person is disabled if they have a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities, which would include things like using a telephone, reading a book or using public transport.

As before, the Act puts a duty on you as an employer to make reasonable adjustments for your staff to help them overcome disadvantage resulting from an impairment (eg by providing assistive technologies to help visually impaired staff use computers effectively).

The Act includes a new protection from discrimination arising from disability. This states that it is discrimination to treat a disabled person unfavourably because of something connected with their disability (e.g. a tendency to make spelling mistakes arising from dyslexia). This type of discrimination is unlawful where the employer or other person acting for the employer knows, or could reasonably be expected to know, that the person has a disability. This type of discrimination is only justifiable if an employer can show that it is a proportionate means of achieving a legitimate aim.

Additionally, indirect discrimination now covers disabled people. This means that a job applicant or employee could claim that a particular rule or requirement you have in place disadvantages people with the same disability. Unless you could justify this, it would be unlawful.

The Act also includes a new provision which makes it unlawful, except in certain circumstances, for employers to ask about a candidate's health before offering them work.

Gender reassignment

The Act provides protection for trans people. A trans person is someone who proposes to, starts or has completed a process to change his or her gender. The Act no longer requires a person to be under medical supervision to be protected – so a woman who decides to live as a man but does not undergo any medical procedures would be covered.

It is discrimination to treat trans people less favourably for being absent from work because they propose to undergo, are undergoing or have undergone gender reassignment than they would be treated if they were absent because they were ill or injured.

Marriage and civil partnership

The Act protects employees who are married or in a civil partnership against discrimination. Single people are not protected.

Pregnancy and maternity (no change) A woman is protected against discrimination on the grounds of pregnancy and maternity during the period of her pregnancy and any statutory maternity leave to which she is entitled. During this period, pregnancy and maternity discrimination cannot be treated as sex discrimination. You must not take into account an employee's period of absence due to pregnancy-related illness when making a decision about her employment.

Race

Under the Equality Act 2010 Act, 'race' includes colour, nationality and ethnic or national origins. Racism means prejudice, discrimination, or antagonism directed against other people because they are of a different race or ethnicity based on the belief that one's own race is superior. This form of discrimination is particularly directed towards Black, Asian and Minority Ethnic groups. People of any colour, nationality and ethnic or national origin are protected from race discrimination under the Act.

Religion or belief

In the Equality Act, religion includes any religion. It also includes a lack of religion, in other words employees or jobseekers are protected if they do not follow a certain religion or have no religion at all. Additionally, a religion must have a clear structure and belief system. Belief means any religious or philosophical belief or a lack of such belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour. Denominations or sects within a religion can be considered a protected religion or religious belief.

Discrimination because of religion or belief can occur even where both the discriminator and recipient are of the same religion or belief.

Sex

Both men and women are protected under the Act.

Sexual orientation

The Act protects bisexual, gay, heterosexual and lesbian people.

Policy Implementation

- a) To achieve equality of opportunity JFC will endeavour to achieve a harmonious environment at its training programmes for the Apprenticeship Programme and therefore will not tolerate any form of unlawful or unfair discrimination, harassment or victimisation.
- b) JFC will promote full compliance with relevant legislation and associated code of practice relating to equality of opportunity.
- c) JFC has developed a strategy that has taken into consideration current legislation, business needs, and available resources.
- d) Overall responsibility for the implementation of this policy is vested in the JFC Training College Board who will monitor its implementation through Key Performance Indicators.
- e) Equality and Diversity will be a standing agenda item at every Board meeting.
- f) Learners/Apprentices and their employers will be advised about this policy as part of their induction and sign-up procedures. It is the responsibility of all staff, learners and associates to accept their personal involvement in the practical application of the policy.
- g) All staff and learners are responsible for ensuring that unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010 do not occur in the areas for which they are responsible and working in and for dealing promptly with any incident of which they are aware.
- h) Embed equality and diversity in mainstream activities from admission until the final qualification is awarded. This will include:
 - Providing mandatory training on the importance of equality and diversity. This training will also facilitate the conducting of recruitment campaigns to attract a more diverse range of applicants as well as assist in the development of training materials appropriate for inclusive learning.
 - Provide advice to all staff on the importance of equality and diversity and in respect of subconscious bias with learners and the workforce during recruitment and succession planning.
- i) All staff and learners have a duty to adopt personal standards of behaviour and treat all colleagues and learners with dignity and respect. All learners have a responsibility

to ensure that their behaviour creates an environment that is free from any form of unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.

- j) Every member of staff, associate and learner/apprentice has a responsibility to:
- Listen to what others say and respect their point of view
 - Treat others with dignity and respect
 - Report any incident of discrimination, harassment or bullying
 - Question their own prejudices and assumptions
 - Familiarise themselves with the responsibilities that equalities legislation places on them

Commitment and Engagement

1. Inclusion and Diversity Champion

JFC appoints one member of the Team that is identified as the Inclusion and Diversity Champion. Their role is to:

- Support engagement with and implementation of this policy through communication and promotion of inclusion and diversity
- Train and support other team members in understanding their responsibilities in their delivery and other work with learners, apprentices, and employers
- Engage with local community partnerships and employers to ensure their needs are met in relation to equality and diversity, and to support continuous improvement of equality and diversity practice within JFC in meeting these needs
- Working alongside the JFC Safeguarding and Prevent Lead and British Values Champion in support of their responsibilities.

2. Communication and Promotion

- The policy is shared with all staff, associates, learners and apprentices and their employers
- The policy is included within learner and staff handbooks
- The policy is published on the JFC Training College website
- The policy is highlighted at least annually in the monthly newsletter
- Equality and diversity and this policy is discussed with apprentice employers to raise awareness and engagement and ensure there are processes in place to protect apprentices and raise related issues
- Equality and diversity is discussed at apprentice and employer review meetings
- Fostering good relations between persons who share a protected characteristic and persons who do not
- Promoting awareness and understanding of EDI matters among staff and learners through policies, training, guidance and campaigns
- Engaging with staff and learners in respect of changes which may affect their employment or study
- Raising awareness of our policies and commitment to EDI with external suppliers, contractors and partners and encouraging them to follow similar good practice

- Consulting with staff, learners, stakeholders etc. on EDI issues through existing mechanisms
- Requiring that learning and teaching material, where practical, includes positive, diverse, non-stereotypical content.

3. Assessment

- Assessing the impact of policies and practices to identify, remove or mitigate any disadvantage to underrepresented groups
- Taking measures to eliminate discrimination
- Taking action to redress any gender, racial or other imbalance including monitoring the recruitment and progress of all learners and staff, collecting and collating equalities information and data and publishing this as required, and acting on any inequality revealed by the data.
- Ensuring that existing staff and learners, as well as applicants to work or study, are treated fairly and judged solely on merit and by reference to their skills and abilities
- Ensuring JFC College is, as far as reasonably possible, welcoming and accessible to all
- Making sure reasonable adjustments are made, as appropriate, to enable disabled staff and learners to overcome barriers in the working, learning and social environment
- Ensuring staff and learners are provided with appropriate tools so that they feel confident to discuss EDI issues and raise any concerns
- Dealing with potential and actual acts of discrimination, harassment and bullying appropriately under relevant policy and taking appropriate action where necessary

Training and Development

For staff

JFC recognises that training and development of staff is an important factor in the encouragement of equality and diversity. We will take steps for our employees to increase awareness, knowledge, and skills for implementation of this policy. The format, frequency and objectives of training will be tailored to reflect the needs of the staff. Some training is undertaken on a voluntary basis, whereas some is compulsory to ensure staff can carry out their roles within the law. We will ensure that:

- New staff are briefed on this policy and its implementation, and trained in equality and diversity during induction
- Existing staff are re-briefed on this policy and its implementation, and re-trained in equality and diversity every two years, with an annual update/highlight through the monthly team communication
- Training is monitored through the JFC Training College Single Central Record and within the Performance and Development Review process
- Staff with teaching and learning responsibilities are trained in embedding equality and diversity into their practice and the content of their delivery with learners and apprentices, and in their engagement with employers
- All learners and staff are provided with the opportunity to develop their skills and confidence and to deal with equality & diversity issues in a professional manner

- Staff complete Ethics training in line with company policies
- Staff complete and observe internal training & events in line with company policies
- JFC ensures that staff are aware of the issues that can affect minority groups and other learners affected by disabilities
- JFC takes reasonable steps to ensure suitable resources are made available and are used effectively to support equality & diversity

Working environment

- JFC College will make reasonable adjustments to premises or working arrangements to ensure that employees are not disadvantaged on the grounds of any protected characteristics.

For learners/apprentices

- Learners/apprentices are briefed on this policy and how to raise a related issue, and trained in equality and diversity during induction
- Equality and diversity is discussed and monitored as part of apprentice skills coaching sessions and learner tutorials
- Courses are provided at various levels, so learners have a choice that is commensurate with their ability, and with delivery to suit their needs
- Ambition is fostered and progression is encouraged, whether into further courses, higher education or continued employment
- We have a visionary and innovative way of providing appropriate, relevant and innovative learning for all those engaged in classroom-based, work-based and community learning
- Learners are prepared for continued employment, or further progression, with the aim of producing well-rounded individuals who can fit in with and contribute to society

Engagement with employers

Equality and diversity and this policy will be discussed with apprentice's managers at induction to promote engagement and ensure that appropriate workplace policy and procedures are in place to protect apprentices.

JFC's Inclusion and Diversity Champion will engage with local partnership/ employer groups to identify their needs, benchmark best practice against this policy and practice and ensure continuous improvement.

Recruitment and Selection

This policy is key to appropriate practices in the recruitment and selection of staff and will be implemented by ensuring:

- Role profiles setting out clear accountabilities and a person specification, including responsibility for meeting the requirements of this policy
- Advertise jobs internally and/or externally to attract applicants who meet the person specification;

- Advertising practices that reflect equality and diversity and do not disadvantage candidates
- Selection practices that are accessible and do not disadvantage candidates
- Using only criteria set out in the role profile in the selection of candidates
- Induction content that includes the briefing of this policy, and training in equality and diversity

A separate Recruitment and Selection policy is in place which reflects the implementation of this policy.

Other Employment Practices

In addition to recruitment and selection, JFC is committed to equality and diversity across all employment practices and the review of policies and procedures will incorporate any changes necessary to continue to reflect the implementation of this policy.

Monitoring and Participation of Achievement

JFC is committed to using the views and opinions of our learners and other stakeholders to improve our services and welcomes feedback/suggestions from all stakeholders on better ways to promote equality and diversity on our training programmes. We will endeavour to track the progress of all learners ensuring that our systems and procedures take into account their needs.

JFC regularly monitors and reviews a variety of information to assess and support the effectiveness of this policy. Data is processed in accordance with the Data Protection Act 2018.

- JFC routinely collects and analyses information on staff, applicants and learners by age, gender, marital status, and ethnic origin. Information regarding the number of staff and learners who declare themselves as disabled is also maintained
- JFC will monitor staff data on an annual basis in relation to recruitment, selection, learning and development and equal pay to assess the equality of opportunity afforded to staff, and the diversity balance achieved in our workforce
- Data on learner recruitment, retention and achievement will be analysed and evaluated by demographic breakdown on a regular basis to consider the parity of starts, outcomes and retention between different groups
- Staff and Learners are consulted through the Inclusion and Safeguarding Working Group, Staff Forum and Learner surveys to gain their input and feedback in relation to equality, diversity and inclusion
- Partner policies in relation to equality and diversity are verified annually as part of annual contract reviews.

Equality and Diversity and Apprenticeship Programme Delivery

Equality and diversity are embedded throughout all stages of our apprenticeship training programmes and is implemented through the following actions:

- Where JFC is asked to support the recruitment of an apprentice for an employer, this will be carried out in line with the JFC Safer Recruitment and Selection Policy, using practices that support equality and diversity
- The promotion and marketing of apprenticeship programmes will avoid the use of discriminatory language and approaches to recruitment
- Processes for the recruitment of apprentices onto an apprenticeship training programme, including initial diagnostic activities and assessment of eligibility, will not preclude any individual from joining an apprenticeship programme on the basis of a protected characteristic
- Enrolment processes will capture information relating to SEND so that an Individual Support Plan can be put in place where required and in agreement with the apprentice. This will incorporate any reasonable adjustments and special considerations to enable fair access to teaching, learning and assessment. JFC staff working with the apprentice will be briefed on the support agreed with the apprentice and ensure that the apprentice is not disadvantaged
- The Designated Safeguarding Lead will undertake a risk assessment for any apprentice with SEND requirements to ensure they can access a safe place to learn.
- Apprentices will be given access to this policy and their induction will include input on equality and diversity. They will be briefed on action to take if they have an equality and diversity concern
- Equality and diversity and this policy will be discussed with apprentice employers to ensure there are processes in place to protect apprentices and raise related issues
- Monitoring of progress, achievements and destination will include the analysis of data relating to SEND learners with actions planned and implemented to address any impact identified
- Equality and diversity will be discussed with apprentices at bi-monthly progress reviews and support given in addressing any issues that arise
- Equality and diversity will be embedded into teaching and learning activities as appropriate
- The learning environment will be planned to ensure that it is accessible to all apprentices
- Any reasonable adjustments and special considerations needed for on-programme assessment will be discussed with apprentices so that appropriate action can be taken
- Any reasonable adjustments or special considerations needed for end point assessment will be discussed with the end point assessment organisation.

CODE OF PRACTICE: Notes for implementation

JFC is committed to the policy of equality of treatment of all employees, apprentices, learners and applications, and requires all employees and learners to abide by and adhere to this general principle and the requirements of the Codes of practice issued by the Equal Opportunities Commission and the Commission for Racial Equality. The College embraces diversity in all its aspects, and aim to employ a workforce, which reflects, at every level and the community it serves.

- 2) All employees, apprentices and learners are expected to abide by the requirements of the [Race Relations Act 1976](#), [Sex Discrimination Act 1975](#), and the [Disability Discrimination Act 1995](#). Specifically, discrimination is prohibited in:
 - a) Treating any individual on the grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation, disability, age or membership or non-membership of a Trade Union, less favourably than others;
 - b) Expecting an individual solely on the grounds stated in item (1a) to comply with requirement(s) for any reason whatsoever related to their studies, which are different to the requirements for others;
 - c) Imposing requirements on an individual which are, in effect, more onerous on that individual than they are on others;
 - d) Victimisation of an employee or any third party;
 - e) Harassment of an employee, apprentice, learner or any third party (which for the purposes of policy, and the actions and sanctions applicable thereto, is regarded as discrimination);
 - f) Any other act, or omission of an act, which, as its effect, places an Employee, apprentice, learner or applicant at a disadvantage against another (or others) purely on the above grounds. Thus, in all disciplinary matters it is essential that merit, experience, skills and temperament are considered as objectively as possible.
- 3) JFC commits itself to the investigation of any claims of discrimination on the grounds stated in item (1a), and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary), and the rigorous investigation of any employee or learner accused of discrimination and the circumstances surrounding such allegation.
- 4) Any employee, apprentice, or learner found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against JFC's Policy, any employee or learner offending will be dealt with under the disciplinary procedure.
- 5) JFC recognises the right of an employee to belong to, or not to belong to, a trade union, and membership or non-membership of such a union will not be taken into account in any way during the career of the employee.
- 6) JFC commits itself to the employment of disabled personnel whenever possible and will treat such employee in aspects of their recruitment and employment in exactly the same manner as other employees. The difficulties of their disablement permitting assistance will be given, whenever possible, to ensure that disabled employees are helped in their journeys to and from their place of work, in access to their workplace, in gaining access

to facilities on JFC premises, and in progressing in their career, subject only to the opportunity existing, the applicant's suitability, talent and wish for it. Appropriate training will be made available to members of staff who request it. JFC welcomes ideas whereby its facilities can be made user-friendlier for the benefit of disabled employees.

- 7) JFC also commits itself to the acceptance of disabled learners wherever possible and will treat such learners in aspects of their learning experience in exactly the same manner as other learners, the difficulties of their disablement permitting. Assistance will be given to ensure that disabled learners are helped in their journeys to and from JFC, in access to the learning environment and services provided and in progression to further learning or employment. JFC welcomes ideas whereby its facilities can be made more user-friendly for the benefit of disabled learners.
- 8) Employees, apprentices and learners are expected to comply with the principles of this policy at social events, or work experience placements arranged by, or under the auspices of JFC.

Disability Statement

The aim of this statement is to ensure that no person receives less favourable treatment on the ground of his or her disability. JFC will adhere to the principles of the Disability Discrimination Act 1995 in regard to employment and training. Therefore, JFC will ensure the following:

- Not to treat a disabled person less favourably for any reason relating to their disability
- Provide reasonable adjustments for disabled employees and members using JFC facilities where possible.

JFC recognises the wide definition of a disabled person that includes physical or sensory impairment, dyslexia, dysphasia, medical conditions, including (HIV, Cancer and MS), mental health and learning difficulties.

JFC strives to provide an environment, which, both encourage, people with disabilities to seek employment with the company as well as providing an accessible training environment.

Discrimination is deemed to have occurred when:

- A disabled person is treated less favourable than someone else
- The treatment is for a reason relating to the person's disability and that treatment cannot be justified
- There is failure to make reasonable adjustment and failure cannot be justified

Disability discrimination will include, as part of the induction on diversity and equal opportunity, for all staffs, and training for staff in disability issues will be offered as appropriate. In this way, we will be actively promoting Disability Equality.

All JFC evaluation forms will offer disabled participants the opportunity to comment on the facilities available to them.

JFC will act on the feedback given pertaining to issues relating to a disabled person's needs or discrimination of a disabled person. Furthermore, based on constructive feedback, JFC will make reasonable adjustments where possible.

This statement is part of the process of change and in line with government legislation will be reviewed annually. This will include an annual audit of the facilities and materials made available to support the need of the disabled individual using JFC premises and services.

Gender Reassignment

The protected characteristic of gender reassignment is defined as where a person has proposed, started or completed a process to change his or her sex. A transsexual person has the protected characteristic of gender reassignment; a person is no longer required to be under medical supervision to be protected.

JFC Training College celebrates and values the diversity of its workforce and learners. It aims to create an environment in which all staff and learners feel equally welcome and valued, and in which transphobic behaviour is not tolerated.

The Equality Act 2010 includes gender reassignment as one of nine protected characteristics. The Act covers direct and indirect discrimination and harassment because of gender reassignment – whether it is perceived, actual or associated.

The Act offers far reaching protection from discrimination on grounds of gender reassignment and protects:

- a person who has proposed, started or completed a process to change their gender;
- trans people who are not under medical supervision
- people who experience discrimination because they are perceived to be trans
- people from discrimination by association because of gender reassignment.

The college recognises that there can be differences between a person's anatomical gender and their gender identity/expression. The college will not discriminate against people on the grounds of transvestism, transsexualism, intersex conditions or any process of gender reassignment, begun or complete.

The college will ensure that:

- Apprentices and learners will not be denied access to courses, progression to other courses, or fair and equal treatment because of their gender identity.

- The curriculum does not rely on or reinforce stereotypical assumptions about trans people, and that it does not contain transphobic material.
- Where a person's trans status is known, their confidentiality will be respected and information about their trans status will not be revealed without prior agreement of the individual.
- Staff will not be excluded from employment or promotion because of their gender identity.
- The college undertakes to remove any such propaganda from its premises and to take action against those responsible.

The college will provide a supportive environment for staff or learners who wish their trans status to be known. However, it is an individual's right to choose whether they wish to be open about their gender identity. All staff and learners at the college are responsible for upholding the college's policy concerning gender identity, for fulfilling their part in its implementation and for availing themselves of information in this regard.

Staff recruitment and student applications:

The College will be flexible about the form of identification asked for during the recruitment/application process. Where a birth certificate or passport is essential, candidates will be assured that the college will keep confidential former names or gender.

Harassment

Any incidents of misconduct, harassment, bullying or victimisation will not be tolerated by the college and will be dealt with as quickly as possible in accordance with by the management team.

Marriage and Civil Partnership Policy Statement

This policy statement sets out how JFC Training College will work towards the promotion of marriage and civil partnerships in all of its activities.

Definition

In the Equality Act, marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex.

The Equality Act states that you must not be discriminated against anyone in employment or training because they are married or in a civil partnership. Only in some specified circumstances an employer can refuse to employ someone because they are married or in a

civil partnership if the work is for the purposes of an organised religion, for example as a Catholic priest.

JFC Training College will not tolerate any form of discrimination against anyone including same sex couples. To this end, the college will work to comply with all requirements set out in the Marriage (Same Sex Marriages) Act 2013 and the Equality Act 2010 with regard to this protected characteristic.

The college is committed to challenging discrimination and inequality with regard to marriage and civil partnership status in all its practices and activities. The senior management team affirm their responsibility for implementing equality for everyone regardless of marriage and civil partnership status in all activities and responsibilities of the college.

Pregnancy and Maternity

Pregnancy refers to women who are pregnant, whilst maternity covers a period of 26 weeks after birth. In relation to the College, the Equality Act prohibits discrimination because of pregnancy and maternity in employment, education and in the provision of goods and services. This means that a learner who wishes to study at the college should not be excluded from admittance because she is pregnant or has recently given birth.

JFC Training College is committed to challenging discrimination and inequality with regard to pregnancy, maternity and paternity in all its practices and activities. The senior management team have the responsibility for implementing equality for everyone regardless of pregnancy, maternity and paternity in all activities.

The college will not tolerate any form of discrimination against anyone including people who are pregnant or people who are, or will be on maternity, paternity or adoption leave. The college will work to comply with all requirements set out in the Equality Act 2010 with regard to this protected characteristic.

Legislation

This policy is written and implemented with reference to the following legislation:

- [The Children Act 1989](#)
- [The Data Protection Acts 1984 and 1998](#)
- The Disabled Persons Acts [1981](#), [1958](#) and [1944](#)
- [The Disability Discrimination Act 1995](#)
- [The Equal Pay Act 1970 \(and its amendments 1983\)](#)
- [The Equality Act 2006](#)
- [Equality Act 2010](#)
- [The Race Relations Act 1976](#)

- [The Race Relations \(Amendment\) Act 2000](#)
- [The Sex Discrimination Act 1975](#) (and its amendments, 1986)
- [The Sex Discrimination \(Gender Reassignment\) Regulations 1999](#)
- [The Working Time Regulations 1998](#)
- [The Rehabilitation of Offenders Act 1974](#)
- [The Human Rights Act 1998](#)
- The Employment Equality (Age) Regulations [2006/ 2007/ 2008](#)
- [The Special Educational Needs and Disability Regulations 2014](#)

Monitoring and Review

JFC will also undertake diversity monitoring of job applicants and employees and participation and achievement across different groups of learners. This policy will be reviewed annually and the necessary amendments to the policy will be made.

Review of Policy

This policy was last reviewed in May 2023. The next review date is May 2024, and this will be completed, approved and signed off by the Director of Studies.

Policy Approval

Director's Name: Funmi Oladimeji