



**EVERYBODY'S DIFFERENT.
WE CELEBRATE IT.**

EQUALITY AND DIVERSITY

Information for staff and students

RACC

Richmond Adult Community College



Equality and Diversity Statement

Richmond Adult Community College is proud of its diverse community of staff, students and visitors, and is committed to maintaining its excellent record in teaching and learning by ensuring there is equality of opportunity for all, fostered in an environment of mutual respect and dignity.

Equality and Diversity underpins our Work

“We believe that learning changes lives and life chances. We, therefore, seek to create a diverse learning community that has no barriers to entry and that supports learners to progress to employment, active citizenship and greater independence and self fulfilment. Through skilled facilitation and teaching and innovative learning programmes we seek to inspire and motivate our learners by giving them the opportunity to achieve their potential. We will use volunteering and enterprise opportunities, learning networks and the creative college community to enable people of all ages, back grounds and abilities to gain the skills and confidence to progress to independence, enter the world of work and become active members of their economic and social communities.”

(RACC Curriculum Strategy 2009)

What do we mean by Equality and Diversity?

“Equality” means ensuring everyone is able to participate in all our activities on an equal footing. “Diversity” acknowledges there are differences between people which should be recognised, respected and celebrated.

The promotion of Equality and Diversity concerns all of us and is the responsibility of all members of the College’s community. As members of this community, it is expected that we will contribute to ensuring that the Richmond Adult Community College continues to be a safe, welcoming and productive environment.

Equality Act 2010

(Equality Bill)

Equalities legislation has developed over more than 40 years, and the law is set out in many different places, in Acts of Parliament, regulations and orders. The government has acknowledged that everyone who needs to understand discrimination law would benefit from having it in a Single Equality Act which simplifies the law as far as this can be done.

On 8th April 2010 the Equality Bill received Royal Assent and became the Equality Act 2010. The Act brings disability, sex, race and other grounds of discrimination within one piece of legislation.

The Equality Act 2010 brings together equality strands in one harmonised, modernised and simplified piece of legislation. There is to be a single ‘public sector equality duty’ applying to public bodies, embracing grounds such as sexual orientation and religious belief as well as race, disability and gender.

Single Equality Scheme

The College in response to changes in legislation has developed an annual Single Equality Scheme and Single Equality Action Plan which helps us plan how we are going manage and promote Equality and Diversity.

**This is available on the College website at:
www.racc.ac.uk/college-reports-and-policies**

How do we manage Equality and Diversity at the College?



Equality and Diversity Committee

The College's Equality and Diversity Committee meets monthly and is made up of staff and students and it is chaired by the Principal. The E&D Committee has:

- **Developed a Single Equality Action Plan to tackle inequalities and promote equality and diversity on the grounds of gender, race, disability, age, religious belief and sexuality.**
- **Set Equality and Diversity Impact Measures. They look at the impact of our Policies and Action Plans particularly in relation to improving recruitment, retention and achievement of different cohorts of learners**
- **Identified ways to promote Equality and Diversity at the College**
- **Undertaken investigations and taken action when there have been Equality and Diversity issues**

What is my role?

- **You are Richmond Adult Community College and you have a crucial role in promoting and celebrating Equality and Diversity in everything you do - whether you are a member of staff or a student**
- **You should raise issues and challenge discrimination**

**If you want to find out more or get involved in the work of the Equality and Diversity Committee please contact:
Anna Labedzka on 020 8439 8953 or
email: anna.labedzka@racc.ac.uk**





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