



Equality Policy 2017 - 18

1. Introduction

CALAT's mission is to underpin our commitment to equality and the recognition that the communities we serve are made up of people from different backgrounds and cultures. It is our aim to promote programmes and practices to assist those individuals meet their full potential in learning opportunities and that services we deliver reflect that diversity. We value diversity in our learners and staff; it enhances the quality of life in our communities and the ability to provide choice and progression through our services.

2. Vision

Our vision is to make CALAT an outstanding service, with learners at the heart of all that we do.

3. Our Core Values

- Equality of opportunity, diversity and inclusiveness
- Trust, fairness, mutual respect and helping others
- Safe, healthy and sustainable learning and work environments
- Achievement of personal potential (social and family responsibility, good citizenship and independent living)
- Achievement of skills (skills for employment and progress to jobs or further study)
- High expectations and high performance.

4. Aims and Objectives of the Policy

The key aim of CALAT's Equality Policy is to embrace the public sector equality duty (PSED) - both the general duty (GD) and the specific duties (SD).

The aims of the Policy are to:

- identify and eliminate discrimination, harassment and victimisation (GD);
- promote best practice and advance equality of opportunity in CALAT's activities (GD);
- foster good relations though ensuring that the CALAT commitment to equality is widely known and understood, and communicated to those people with whom we work or to whom we provide services (GD);
- publish information relating to people who share relevant characteristics (employees and users) (SD) ;
- identify clear equalities objectives in service planning and delivery and
- promote and be committed to excellence in equalities through the work of CALAT;
- to narrow achievement gaps between different groups of learners.

This will be achieved through 8 objectives as outlined in the CALAT Equality Action Plan 2016- 18.

5. Putting this Policy into practice

- We will implement this policy by establishing an Equality Action plan, which will set targets and time-scales for their delivery and define those people who are responsible for achieving those targets.
- This policy and the action plan will be reviewed at least annually by CALAT SLT and will be monitored termly by the Quality Group..
- Copies of this Equality Policy and related detailed policies are available to all staff. Summaries will be available to learners – displayed on CALAT sites.
- We will set ourselves targets based on this policy as part of our business planning processes.
- We are committed to developing the skills of all our staff, so that we have a better understanding of equal opportunities, and the skills to put our commitment into practice.
- We will make sure that our policies and procedures do not discriminate unfairly, but where this occurs we will take positive steps to ensure compliance with this policy.

6. Responsibility

- It is the responsibility of all staff, contractors, consultants and suppliers to make sure they keep to all contractual and legal obligations which relate to this policy.
- CALAT SLT have the overall responsibility for ensuring compliance with this policy and for putting the Equality Policy into action and also in ensuring consistency and uniformity in the application and administration of all procedures to achieve equality of opportunity in all areas of CALAT activities.
- It is the responsibility of each manager to promote equality of opportunity and eliminate unlawful, unfair and undesirable discrimination within their own sphere of responsibility. In addition, each employee has a duty, both morally and legally, not to discriminate against individuals or groups contrary to CALAT's Equality Policy.
- To deliver efficient, responsive services and excellent customer care.
- Provide strong leadership, partnership and organisation commitment.
- Be exemplary employees reflecting a modern and diverse workforce.

7. Monitoring

CALAT is committed to an efficient and confidential monitoring system to ensure effective implementation of the policy. The monitoring process is detailed through CALAT's Equality Action Plan.

8. Complaints

Anyone who has a complaint under this policy or thinks they have been discriminated against should inform the Strategic Service Manager