

Equality & Diversity

1. Policy Statement

Selby College is committed to diversity and equality of opportunity. The aim is to create an environment in which people treat each other with mutual respect, regardless of age, disability, family responsibility, marital status, race, colour, ethnicity, nationality, religion or belief, gender, gender identity, transgender, sexual orientation, trade union activity, unrelated criminal convictions or any other type of discrimination.

2. Equality Principles within the Employment Code of Practice

The College embraces diversity in all of its aspects and aims to employ a workforce, which reflects, at every level, the community, which it serves.

In seeking to achieve a balanced workforce at all levels, the College will ensure that no employee, job applicant or candidate for promotion or training will be disadvantaged, or treated less favourably because of conditions or requirements that are not related to the job. Reasonable adjustments will be made to arrangements and premises, to ensure equal access for employees or potential employees who have particular needs or who are disabled.

In order to ensure that all employees and potential employees are treated with equality and fairness at all stages of employment, and that their treatment is based solely on objective and job related criteria, the College will ensure that equality issues are embedded into all its policies, practices and procedures.

Support to employees will be available through the Personnel Team as well as via normal line management.