

If you have any queries related to the content of this leaflet, wish for advice on any aspect of the legislative requirements or want to raise an issue for discussion in the College's Equality Working Group, please contact:

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If requested, the College will make this leaflet available by means of alternative formats including large print, Braille, audio cassette and computer disk.



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www.swc.ac.uk

EQUALITY & DIVERSITY

INFORMATION LEAFLET



for Students, Staff and
Members of the Public

Equality of Opportunity

Section 75 of the Northern Ireland Act 1998 introduced new duties for public authorities regarding equality of opportunity. Section 75 requires the College to have due regard to the need to promote equality of opportunity between nine categories of people: those of different religious belief; of different political opinion; of different racial group; of different age; of different marital status; of different sexual orientation; between men and women generally; between people with a disability and without; and people with dependants and people without.

The College Equality Scheme

This scheme sets out in detail how the College intends to fulfil its commitment to promoting equality of opportunity and good relations. The scheme can be examined in the Learning Resource Centre at each campus through accessing the College website: www.swc.ac.uk/discover/public-information/equality-diversity or by contacting the persons named on the back of this leaflet.

Good Relations and Cultural Diversity

Under Section 75, the College is also required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

Good relations is defined as the ability to acknowledge the existence of conflict or any tacit cultural tension and to discuss what may often be contentious issues in a safe and supportive environment.

The South West College is committed to the principles of Community Relations:

EQUITY RESPECTING DIVERSITY INTERDEPENDENCE

It values the diversity brought to it by individuals and believes that the College benefits from engaging staff and students from a variety of backgrounds, allowing it to meet the needs of a diverse student population in a multicultural society. The South West College is also committed to supporting staff and students to explore diversity and promote tolerance and acceptance of different cultures and interests. This takes place through induction, ongoing training and promotional literature aimed at existing and potential students and staff.

South West College Equality Statement

South West College is committed to ensuring that everyone who comes into contact with the College is treated fairly and should not experience inequality, prejudice or discrimination on the grounds of their: age; gender; disability; marital status; family or dependent responsibility; nationality; race or ethnic group; religious belief; political opinion or sexual orientation.

What you can do to promote Equality and Good Relations

- Strive to promote a harmonious environment and acceptance of other people's beliefs and cultures.
- Be aware of other people's views and perspectives and of aspects of the College's services which may adversely affect them.
- Be aware of Human Rights and try to preserve the rights of individuals as far as possible.

If you are responsible for a service

- Be conscious of how in practical terms people's rights may be infringed unintentionally.
- If you are developing a new policy, make sure you think about its impact on people in the nine categories at an early stage.
- If you are developing information for customers, think about whether everyone will be able to understand it.

