



# Unitarian College

Growing our faith from the inside

## Single Equality Scheme

### Mission

Unitarian College exists to grow our faith from the inside by providing outstanding education and development which enhances leadership, deepens faith and nurtures fellowship.

### Our values

- Learning and development is at the heart of all we do
- Student success is our absolute focus
- All are treated with the dignity and respect they deserve
- We collaborate to achieve our best work
- We celebrate our successes
- We look after our wellbeing and foster a culture of challenge and care
- We act transparently and openly to develop trusting relationships
- Worship and spiritual deepening flows through all we do
- All our work is devoted to the betterment of the Unitarian denomination in the UK

### Statement

We aspire to be a college community that through our leadership, recruitment, teaching and learning, is free from discrimination and confident in our diversity.

Unitarian College is committed to ensuring that every individual who belongs to or accesses our learning community is valued, supported and respected. We welcome and celebrate the unique talents and experiences of each individual student and employee.

### Aims

The purpose of this Single Equality Scheme (SES) is to set out the ways in which Unitarian College will continue to meet its legal responsibilities under the following legislation:

### Equality Act 2010

The Duty covers nine protected characteristics: age, disability, gender reassignment, pregnancy & maternity, race, religion or belief, sex and sexual orientation, and marriage & civil partnership.

The act requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

### Human Rights Act 1998

The Act obliges us to treat people in accordance with their rights under the European Convention of Human Rights.

The aim of this single equality scheme is to:

- Develop further measures and actions that pay due regard to the need to eliminate discrimination and promote equality for all, notably those who share protected characteristics
- Promote equality so that our approach goes beyond legislative compliance and remains embedded in our culture
- Nurture a safe environment, free from prejudice and discrimination, where the values and ethos of promoting equality and diversity inform all of our activities. Our values apply equally to staff, Board members, students, volunteers and all those with whom we interact
- Through our teaching & learning strategies and our curriculum, our students will better understand the world within which they live and the impact of their actions on community cohesion and wellbeing

### We will achieve this by:

- Listening to our students during and following College activities; through the work of our Student Champion and via our complaints process
- Ensuring that our teaching and learning routinely promotes diversity and removes artificial barriers to accessing support by making reasonable adjustments to accommodate individual needs
- Welcoming all, regardless of racial heritage, actively valuing our differences and challenging any incidences of discrimination on the grounds of race
- Encouraging students to feel confident to disclose any disability or learning difficulty for which they may need support, including hidden disability issues such as mental health and developmental disorders
- Including all suitably qualified applicants, regardless of socio-economic factors

- Welcoming people of any sexual orientation, gender expression or identity and taking a zero-tolerance stance towards homophobia, transphobia or gender-based discrimination
- Welcoming people of all gender identities and actively supporting those who are considering or undergoing gender transitioning
- Seeking to promote harmony and understanding where we hold different positions in matters of faith and belief
- Ensuring that pregnancy and maternity are not a barrier to learning
- Fostering a set of positive behaviours amongst us which reflect the very best of all cultures, but which reaffirm the understanding of British values and uphold compliance with British law
- Continually developing the understanding of our staff of how to promote equality and diversity in their daily work
- To work with organisations that share our values