

## Equity Policy

### AIMS

St. Cecilia's College recognises the importance of affording equity, equal opportunity and fair treatment to all students, staff and the wider St. Cecilia's community.

St. Cecilia's aims to ensure that all people irrespective of their age, gender, ability, disability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation have a genuine and equal opportunity to participate in all roles and activities within or provided by the college.

It is the aim of St. Cecilia's College in its relationships with its students, staff, volunteers, job applicants and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. Failure to comply may result in disciplinary action being taken.

Direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.

Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

### OBJECTIVES

St. Cecilia's College Equity Policy has the following objectives:

- To adopt a planned approach to eliminating perceived barriers which discriminate against particular groups. This will include widening the traditional approach and include communities experiencing disadvantage, poverty and health inequalities;
- To ensure that no-one working or wishing to work for or on behalf of St. Cecilia's College receives less favorable treatment on the grounds outlined in the Policy Statement above;
- To give clear guidance to individuals working within St. Cecilia's College either employed or as volunteers, on the commitment to equal opportunities;
- To ensure that all those who participate in St. Cecilia's College, at all levels and in all roles, receive fair and equitable treatment;
- To ensure that the format and content of all activities, regulations and assessments provide equity for all, except where specific situations and conditions properly or reasonably prevent this;
- To ensure that all materials prepared, produced and distributed by or on behalf of St. Cecilia's College, promote a clear image of the profile of all those involved in St. Cecilia's College.

## **RESPONSIBILITY**

St. Cecilia's College expects all those acting on behalf of the college to adhere to this policy.

In pursuance of this policy the college reserves the right to discipline any of its staff or students who practice any form of discrimination on the grounds of a persons age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation.

## **REFERENCES**

The Northern Ireland Act, 1998 – Section 75

**This policy was last reviewed by the Leadership Team: November 2016**

**Due to be Reviewed: November 2018**