



LINCOLN COLLEGE

EQUALITY AND DIVERSITY POLICY

POLICY CO/PO/10

SPONSORS

Chief People Officer and Head of Student Services

EQUALITY AND DIVERSITY STATEMENT

Lincoln College strives to treat all its members and visitors fairly and aims to eliminate all forms of unlawful discrimination, specifically across all protected characteristics. We will work towards a fair and just organisation and promote inclusion for all those impacted by Lincoln College and the wider community.

EQUALITY AND DIVERSITY POLICY

CONTENTS

Paragraph	Contents	Page Number
1	Purpose	1
2	Aims	1
3	Policy Introduction	1
4	Action to Meet the General and Specific Duties	2
5	Responsibilities	2
6	Breaches of Policy	4
7	Legal and Operational Update	5

1 PURPOSE

- 1.1 The College seeks to employ a workforce and maintain a student body that reflects the diverse community it serves, because it values the individual contributions of all people. The College will treat all employees and students with respect and dignity and provide a working and educational environment free from unlawful discrimination, harassment or victimisation. To this end, within the framework of the law and best practice, it is committed to achieving and maintaining a workforce and student body that broadly reflects the local community.
- 1.2 The College seeks to promote and advance equality of opportunity within employers and other organisations that provide work experience and work placement for students and trainees.
- 1.3 The College recognises that certain physical, personal, institutional and cultural barriers exist, which should be reduced or eliminated wherever reasonable to prevent them impeding existing and potential students and staff from receiving equality of opportunity in education and employment.

2 AIMS

- 2.1 The College aims to enable its students and staff to maximise their individual potential through the promotion, implementation and advancement of equality of opportunity measures.
- 2.2 The aim of this policy is to describe how the College intends to fulfil its responsibilities under the Public Sector Equality Duty (a key measure of the Equality Act 2010).
- 2.3 The 'general' duty has 3 aims which require public bodies to have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation
 - Advance equality of opportunity
 - Foster good relations
- 2.4 The two 'specific' duties require the College to publish its equality information in the form of an annual report and to publish its equality objectives every four years.

3 POLICY INTRODUCTION

- 3.1 Lincoln College is committed to the active promotion and advancement of equality of opportunity for all and opposes unlawful or unfair discrimination of any kind. The policy specifically covers unreasonable discrimination in respect of race, sex, disability, age,

religion and belief, sexual orientation, marriage and civil partnerships, pregnancy and maternity and gender reassignment.

3.2 To achieve this aim the College has overall equality and diversity objectives. These are underpinned at a unit and school level to provide a focus of awareness on issues that could potentially impact on a positive learner and employee experience. The College will robustly challenge unfair discrimination, prejudice, harassment and discrimination across every aspect of the organisation.

3.3 This policy should be read alongside the College's safeguarding, health and safety, staff dignity at work, student behaviour, complaints and facilities-management procedures. Detailed arrangements for particular buildings or facilities should be set out in operational guidance rather than relying on this policy alone.

Managers responsible for facilities should periodically review signage, access arrangements, privacy, changing-room provision and the availability of suitable private facilities, taking account of the needs of women, men, trans people, disabled people and other users.

Any future changes to legislation, case law or statutory guidance will be considered by the Chief People Officer and Head of Student Services, with appropriate advice from the College's legal advisers where required, and incorporated into this policy or associated operational guidance.

3.4 The Board of Corporation has the overall responsibility for achieving the above aims and are reliant on the college management to have effective systems in place for monitoring, reporting and improving performance.

4 ACTION TO MEET THE GENERAL AND SPECIFIC DUTIES

4.1 The College will make a commitment to the following:

4.1.1 Identifying and eliminating discriminatory practices, harassment and victimisation.

4.1.2 Setting equality objectives to advance equality and diversity practice.

4.1.3 Developing and monitoring the awareness and understanding of issues concerned with equality of opportunity.

4.1.4 Recognising and challenging our own attitudes and assumptions.

4.1.5 Challenging the language and attitudes of others if appropriate.

4.1.6 Supporting those who appropriately challenge oppression.

- 4.1.7** Ensuring a commitment to anti-oppressive and anti-discriminatory practice in all contract specifications and other documentation with external bodies, speakers, consultants, employers, employees, students, subsidiaries and the wider community.
- 4.1.8** Providing relevant training for students and staff development opportunities.
- 4.1.9** Providing information and resources on equality and diversity and good practice.
- 4.1.10** Facilitate groups to foster good relations between individuals from different protected characteristics.

5 RESPONSIBILITIES

5.1 All staff and students are responsible for:

- Ensuring the effective implementation of the Equality and Diversity Policy.
- Dealing with unfair and/or unlawful discriminatory incidents and being able to recognise and tackle unfair and/or unlawful discriminatory bias and stereotyping taking appropriate action to redress and educate learners as a result of infringements or poor practice.
- Promoting equality of opportunity and diversity and opposing unlawful discrimination against any member of the college community.
- Keeping up to date with the law on discrimination and taking up training and learning opportunities.
- Making recommendations to the Equality and Diversity Working Group for agenda items that require consideration based on local or national developments.

5.2 Assistant Principals and Heads of Unit are responsible for:

- Producing equality and diversity objectives that are revised annually. Managers are responsible for regularly reviewing progress towards the achievement of targets via the performance management process. Particularly, they are responsible for ensuring that staff receive appropriate development to advance and integrate the promotion of equality and diversity in all their daily activities. For academic staff this includes schemes of work and lesson planning and delivery.
- Evaluating and reviewing the impact and progress towards achieving equality objectives.
- Ensuring that all reports to College committees identify any equality issues arising from the content of the report. For example, inequalities identified through success retention and

achievement rates related to those with protected characteristics.

5.3. The Head of Marketing and Engagement is responsible for:

- Ensuring that all marketing activities meet equality and diversity best practice.
- Ensuring that all publications carry the Equality and Diversity Policy statements.
- Monitoring and advising to ensure that all materials submitted to the Marketing Unit comply with college policies and legal expectations.
- Ensuring that all aspects of college provision are advanced and promoted equally.
- Ensuring that a forum is provided for interested parties to express their views on marketing activities and publications.

5.4 The Chief People Officer is responsible for:

- Ensuring that fair and adequate arrangements exist for effectively handling and recording all aspects of the employment relationship including recruitment, selection, appointment and promotion.
- Ensuring that management are notified of best practice in respect of employment.
- Systematically monitoring the College's commitment to anti-oppressive and anti-discriminatory practice in employment through effective monitoring and action to improve any areas of concern.
- As part of the annual report, publish information relevant to employees in line with the expectations of the Equality and Human Rights Commission.
- Ensuring that all aspects of this policy are implemented.
- Ensuring that the Board of Corporation is informed of the operation and monitoring of the Equality and Diversity Policy.

5.6 The Assistant Principals are responsible for:

- Systematically monitoring the College's commitment to anti-oppressive and anti-discriminatory practice in curriculum through effective monitoring and action to improve any areas of concern. This will specifically include protected characteristics identified within the Public Sector Equality Duty
- Student numbers, withdrawals and success rates for each course
- Work based learning placements including success rates, satisfaction levels and job offers connected to placements
- The results of programmes targeted at people from specific groups which share a protected characteristic and in particular

- those with and assessed disability or learning difficulty/health need
- Destination data

5.7 The Head of Student Services is responsible for:

- As part of the annual report, publish information relevant to students in line with the expectations of the Equality and Human Rights Commission.
- To advise the senior management team and other college staff and provide support to students on all aspects of equality of opportunity and issues of equality and inclusivity.

6 BREACHES OF THE POLICY

- 6.1** The College will take seriously any alleged breaches of the policy and where proven breaches may lead to formal disciplinary action, including dismissal for staff and expulsion for students.

7 LEGAL AND OPERATIONAL UPDATE – SEX, GENDER REASSIGNMENT, TOILETS AND CHANGING FACILITIES

7.1 Current legal position

The College will keep this policy under review so that it reflects current equality law, safeguarding requirements and relevant statutory guidance.

The Equality Act 2010 protects people from unlawful discrimination on the protected characteristics set out in section 3.1 of this policy, including sex and gender reassignment. Following the Supreme Court judgment in *For Women Scotland Ltd v Scottish Ministers* [2025] UKSC 16, the terms “sex”, “man” and “woman” in the Equality Act 2010 refer to biological sex. A Gender Recognition Certificate does not change a person’s sex for the purposes of the Equality Act 2010.

This interpretation does not remove protection for trans people. Trans people remain protected under the protected characteristic of gender reassignment and may also have protection under other provisions of the Equality Act, depending on the circumstances. The College will therefore balance the lawful protection of single-sex provision with its continuing duties to prevent discrimination, harassment and victimisation.

7.2 Toilets, changing rooms and other single-sex facilities

Where the College provides toilets, changing rooms, showers or other facilities where privacy and dignity require sex-separated provision, arrangements will be made in accordance with the Equality Act 2010, the Workplace (Health, Safety and Welfare) Regulations 1992, safeguarding requirements and current government/EHRC guidance.

The College will provide and maintain appropriate single-sex facilities for males and females where required. The College may also provide

additional private, single-user or otherwise appropriate facilities where this is reasonably practicable and supports privacy, dignity, accessibility or individual need.

For employees, workplace requirements include suitable and sufficient sanitary conveniences. The Workplace (Health, Safety and Welfare) Regulations 1992 provide for separate rooms containing conveniences for men and women, subject to the statutory exception where each convenience is in a separate room with a door capable of being secured from inside.

For students and learners, the College will follow the requirements and current guidance applicable to further education and skills providers, including requirements concerning single-sex toilets and, where provided, changing and shower facilities.

7.3 Access and dignity

The College will not tolerate harassment, intimidation, humiliation or discriminatory treatment in relation to a person's sex, gender reassignment or use of facilities.

Staff must not take it upon themselves to police or challenge an individual's sex or gender reassignment status. Concerns about access to a facility should be referred through the College's established management, safeguarding, student services or people processes, as appropriate.

Where an individual requires additional privacy or an alternative facility because of disability, medical need, safeguarding concerns or another protected characteristic, the College will consider reasonable adjustments and other lawful measures on a case-by-case basis. Any alternative arrangement should not be used as a punitive or humiliating measure.