**Cornwall College**

**Equality and diversity policy statement**

Cornwall College is committed to ensuring people can learn and work without discrimination, where fairness is promoted and everyone is equally valued.

The College will

* support students to learn and realise their potential
* be a good employer by observing best practice in all aspects of employment
* make equality information publically available on our website.

Members of staff and our governing body will

* observe the six College values
* promote equality of opportunity
* act in accordance with College policies and statements on equality and diversity
* recognise and challenge discriminatory behaviour
* create a safe environment free from harassment and discrimination
* deal with incidents and complaints seriously and with respect.

The College expects all its students and visitors to

* observe the six College values
* act in accordance with both the law and College policies
* report to the College any actions which are discriminatory.

We expect all our partner organisations (including sub-contractors, employers of our apprentices and other work-based learners) to abide by this policy statement.

Ways in which the College seeks to help students, visitors, partner organisations, staff and governors include

* providing equipment and other support
* providing advice, guidance and training
* listening and responding to comments and complaints
* ensuring that the College is a friendly and safe place for all

To make sure that the College continues to be fair to all it has an equality scheme which has actions for improvement. In addition the College has policies on matters such as the availability of support, conduct and how to report a complaint. The equality scheme, the six college values and all our policies can be found on the College’s website [www.cornwall.ac.uk](http://www.cornwall.ac.uk) For those experiencing difficulties in accessing these, ask a member of staff who will be able to help.

The College also has an Equality and Diversity Group which includes staff and student members.

Raoul Humphreys – Acting Principal

Philip Rees – Chairman of Governors For Review May 2016