



Celebrating Diversity

Northampton College is committed to:

- Creating a learning environment that is free of discrimination and does not tolerate any behaviour that works against this commitment. This includes any form of behaviour that discriminates against individuals on the basis of age, disability, sexual orientation, ethnic or national origin, religion, gender, marital status, learning difficulty or colour.
- Providing an environment that is free from any form of discrimination, bullying and harassment in which all individuals are welcomed, valued and respected.
- Actively encouraging and supporting each individual to reach their full potential.
- Complying with all relevant legislation.
- Regularly reviewing what we do and setting ourselves new targets to achieve our goals.
- Celebrating the diversity of our internal and external communities.

Contact us:

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Diversity at Northampton College means recognising and celebrating our differences. We believe that each and every one of us has a valuable contribution to make to the life of the College



it's your
tomorrow

Celebrating Diversity...

Every faculty and department in the College has, within their Improvement Plans, actions which are based on Impact Assessment of practice and procedure to improve our services to all staff and learners.

The Single Equality Scheme and action plans apply to everyone who works and studies at the College and also to:

- Members of the Corporation
- Partners who work with the College
- Contractors and visitors to the College

It is the responsibility of everyone to work together to ensure that we achieve our goals and meet the actions we have set.

It is not acceptable for anyone to suffer discrimination and all staff, learners and visitors should challenge any unacceptable behaviour. The College takes its commitment very seriously and will take action against individuals who practise discrimination.

HOW DO WE SET AND MONITOR OUR POLICIES?

Two of the College Directors have responsibility for diversity, and they work with other colleagues and learners to agree policy and actions. The Heads of Faculty, Heads of Department and other managers agree the action plans to implement the policies of the College.

The two directors are:

Ray Starkey and John Bexson - who are responsible for the development, review and implementation of the College's Single Equality Scheme.

Our policies and action plans are monitored by the Directors with the assistance of colleagues and learners. The College Diversity Forum oversees the whole process.

Reports are made to the Academic Board, the Principal and the Corporation. Minutes of all meetings are made available to all staff and learners in the College. Copies are available on request from the appropriate Director.

