

Support Services

If you think that you may be the victim of discrimination or you wish to discuss or report a specific issue please contact Claire Gaygan (Head of Student Services) on Ext 272 or claire.gaygan@stokesfc.ac.uk.

For staff members, general advice on disability equality legislation can be discussed with the Personnel dept.

All discussions will be treated with utmost confidentiality and sensitivity.



Further Information

The College's Single Equality Scheme can be obtained from the Personnel dept. or from C Gaygan.

The Equality Act 2010 can be viewed in full at www.legislation.gov.uk/ukpga/2010/15/contents

The Equality and Human Rights Commission (EHRC) can be accessed at www.equalityhumanrights.com



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Your guide to understanding

Disability

Equality and Diversity



Legislation

The Equality Act 2010 has replaced previous anti-discrimination laws, with a single act and it places a specific duty on public sector organisations.

The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment.

One of these characteristics is disability.

The College has a Single Equality Scheme which reflects the requirements of the Equality Act 2010 and specifically covers disability.

In addition, there are a number of other laws which serve to criminalise offences of hatred and abuse on the grounds of disability.



What is meant by Disability?

Under the Equality Act 2010 disability is defined as a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.

The majority of disabled people are not born with their disabilities.

More information on Disability can be found in the College Diversity Prospectus booklet.



Your Rights at the College

You have the right to study or work in an environment which is free from victimisation, discrimination and harassment.

You have the right to expect the College to protect you from such abuse and to strive to eliminate it.

You have the right to equality of access to all the College resources and facilities which you need to complete your study or work.

You have the right to expect reasonable adjustments to be made in order to allow equal access to resources.

You have the right to expect equality of opportunity to achieve your potential.

Your Responsibilities at the College

You must respect the difficulties which others with disabilities face.

You must not discriminate on the grounds of disability.

You must be willing to challenge and report instances of discrimination and stereotyping on the grounds of disability

Staff members must endeavour to ensure that barriers to disability do not arise and should deal, swiftly and adequately, with incidents which may arise.



The College Commitment to Disability Equality

The College is committed to ensuring that equality of opportunity is available for and offered to all disabled students and staff.

The College recognises and will uphold its legal duty to promote equality of opportunity between disabled people and others and accepts that this may include treating disabled people more favourably.

The College will identify those with a disability (physical or learning) and discuss with them a planned programme of activity and learning to suit the needs of each individual.