

Support Services

If you think that you may be the victim of discrimination on the grounds of your marital status or you wish to discuss or report a specific issue please contact Claire Gaygan (Head of Student Services) on Ext 272.

You may also wish to discuss the implications of marital status equality legislation 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



City of Stoke-on-Trent Sixth Form College,
Leek Road,
Stoke-on-Trent,
ST4 2RU
01782 848736



Your guide to understanding
**Marriage and
civil partnerships**
Equality and Diversity



Legislation

The Equality Act 2010 has replaced previous anti-discrimination laws, observed 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 Marriage and Civil Partnerships.

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

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



What is meant by Marriage and Civil Partnership?

Marriage and Civil Partnership covers anyone's marital status. This includes anyone in a civil partnership.

Your Rights at the College

You have the right to study or work in an environment which is free from prejudice, intimidation, harassment and victimisation on the grounds of your marital status.

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

Your Responsibilities at the College

You must not treat unfairly or discriminate against anyone on the grounds their marital status.

You must not harass or bully anyone on the grounds of their marital status.

You must be willing to challenge and report instances of discrimination on the grounds of marital status.

Staff members must endeavour to ensure that functions and actions of the College and members of the College do not discriminate on the grounds of marital status and should deal swiftly and adequately with incidents which may arise.

College Commitment to Marital Status Equality

The College is committed to preventing discrimination, harassment and victimisation on the grounds of marital status, including civil partnership, for all members of the College.

