

## 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.

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](http://www.legislation.gov.uk/ukpga/2010/15/contents)

The Equality and Human Rights Commission (EHRC) can be accessed at

[www.equalityhumanrights.com](http://www.equalityhumanrights.com)



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



# Your guide to Religion and Beliefs

Equality and Diversity



## Legislation

The Equality Act 2010 has replaced previous anti-discrimination laws, observed in the College, 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 Religion or Belief.

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

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



### What is meant by Religion or Belief?

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

### 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.

### Your Responsibilities at the College

You will respect the Religion or Belief of other students and members of staff.

You will not discriminate or harass on the grounds of Religion or Belief.

You should be willing to challenge and report instances of discrimination and stereotyping on the grounds of Religion or Belief.

Staff members must endeavor to ensure that functions and actions of the College do not discriminate and should deal, swiftly and adequately, with incidents which may arise.



### The College Commitment to Equality in Religion or Belief

- The College is committed to welcoming people from all faiths and beliefs as described under the Act
- Our objective, always, is to promote a culture of understanding in order to eliminate religious discrimination
- We facilitate and support faith group events
- We provide facilities for prayer and contemplation

