

Support Services

If you think that you may be the victim of discrimination on the grounds of your sex 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.

You may also wish to discuss the implications of sex 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



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Your guide to understanding
Sex and Gender
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 sex and gender.

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

Discrimination on the grounds of sex can affect both men and women and may include inappropriate language and jokes, physical contact and other behaviour which causes discomfort for the recipient.

What is meant by Sex?

According to the Equality Act 2010 a person's sex refers to whether they are a male or a female.

More information on sex and gender can be found in the College Diversity Prospectus Booklet.

Your Rights at the College

You have the right to expect to fair and equal treatment and to study or work in an environment free from victimisation, discrimination and harassment.

Your Responsibilities at the College

You must not treat unfairly or discriminate against anyone on the grounds of their sex.

You must not harass or bully anyone on the grounds of their sex

You should be willing to challenge and report instances of discrimination on the grounds of sex.



The College Commitment to Sex Equality

The College is committed to guarantee equality of opportunity for both female and male staff and students.

The College is committed to address the implications of the gender pay gap

The College is legally obliged and committed to protect staff and students from incidents of discrimination and harassment on the grounds of sex.

