

## Support Services

If you think that you may be the victim of discrimination on the grounds of your sexual orientation 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 sexual orientation 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](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)



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Your guide to understanding  
**Sexual  
Orientation**  
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 Sexual Orientation.

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

It is illegal to subject someone to victimisation or harassment because of their sexual orientation. This includes homophobic comments and jokes or any other offensive comments regarding someone's sexuality.

It is also illegal to victimise or harass those who are believed to be of a particular sexual orientation, even if they are not, and those who are associated with people of a particular sexual orientation.

## What is meant by Sexual Orientation?

Sexual orientation is defined as a person's sexual preference, whether Gay, Lesbian, Bisexual or Heterosexual.

More information on Sexual Orientation 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 prejudice, intimidation, harassment and victimisation on the grounds of your sexual preference.

You have the right to express your sexual preference without ridicule.

You have the right to be treated with respect and confidentiality.



## Your Responsibilities at the College

You will not treat unfairly or discriminate against anyone on the grounds of their sexual orientation.

You will not harass or bully anyone on the grounds of their sexual orientation.

You should respect everyone's choice of sexual orientation.

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

Staff members must endeavour to ensure that functions and actions of the College do not discriminate on the grounds of sexual orientation.

## The College Commitment to Sexual Orientation Equality

The College is committed to guarantee equality of opportunity for all staff and students regardless of their sexual orientation.

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

