



Equality Act 2010 - how we fulfil our second specific equality duty

Under the Equality Act 2010, public bodies, of which the College is one, have both general duties and specific equality duties.

The **general duties** are to have due regard in decision-making to:

1. Eliminate discrimination
2. Advance equality of opportunity, and
3. Foster good relations between people from different protected groups

The **specific duties** are:

- i. To publish relevant, proportionate information showing compliance with the Equality Duty by 31st January 2012, and subsequently at intervals no greater than one year from the last publication.
- ii. To prepare and publicly publish at least one specific and measurable objective that the College thinks it should achieve to meet any of the three aims of the equality duty by 6th April 2012 and at subsequent intervals no greater than four years.

Second Specific Duty

The College's original Equality Objective was agreed by Governing Body at its meeting on 7 March 2012. A revised Equality Objective was agreed by Governing Body at its meeting on 12 June 2013. Governing Body agreed to renew the revised Objective at its meeting on 17 June 2015. The objective was revised again by Governing Body at its meeting on 14 June 2017, 9 September 2020 and again at its meeting on 15th June 2022:

“To protect the safety, dignity, and wellbeing of all members of the College belonging to protected groups, through attentive response to their needs and challenges, and to improve understanding, among all members of the College community, about diversity and equality, by running a programme of events each year, physically in College and/or on-line, among other activities.”

Treasurer
28 May 2025