

Newbattle Abbey College Equality and Diversity Policy

Challenging discrimination, advancing equality and celebrating diversity

Our commitment

1. Purpose

This equality and diversity policy and related action plan is designed to ensure consistency of the implementation of equality of opportunity, and to acknowledge and promote diversity in all spheres of College life.

The College recognises that it has legal obligations to prevent discrimination and promote equal opportunities. It also recognises the compelling business and moral case for equality and inclusion and believes that by the elimination of unfair discrimination an Equality and Diversity Policy can:

- improve working relations within the College
- improve the College standing as a fair employer
- improve its ability to attract students and job applicants from a wider pool.

The creation of a non-discriminatory working and learning environment can lead to a reduction in recruitment and training costs, increased morale and improved public relations.

The Equality and Diversity Policy is intended to give a common sense approach to the rights and responsibilities of all staff and students.

Newbattle Abbey College is committed to the active pursuit of equality of opportunity, celebrating diversity and challenging discrimination.

2. Scope

The Equality and Diversity Policy is informed by the legal obligations of the Equality Act 2010.

This policy and its associated plan apply to all staff, students, customers, clients, contractors and visitors to the College.

The College actively promotes equality and inclusiveness for all by removing barriers to education, training and employment opportunities, by widening access to, and participation in, a responsive, diverse and inclusive culture. The College is committed to providing equal opportunities in employment, training and education and to avoiding unlawful discrimination in employment and against students, customers, clients, contractors and visitors.

This policy is intended to assist the College to put this commitment into practice. Compliance with this policy should also ensure that employees and students as well as customers, clients, contractors and visitors do not commit unlawful acts of discrimination. Striving to ensure that the work and learning environments are free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities in employment and in the provision of goods, facilities and services, and the provision of education.

3. The law

It is unlawful to discriminate directly or indirectly in recruitment or employment because of:

- age
- disability
- sex
- gender reassignment
- pregnancy and maternity (including breastfeeding)
- race (which includes colour, nationality and ethnic or national origins)
- sexual orientation
- religion or belief
- marriage or civil partnership.

These are known as “protected characteristics”

Discrimination in the provision of goods, facilities and services relates only to the protected characteristics of age (over 18 only), disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Discrimination in the delivery of further and higher education relates to all the protected characteristics with the exception of marriage and civil partnership.

Staff should not discriminate against or harass a member of the public, including students in the provision of goods, facilities or services. It is unlawful to fail to make reasonable adjustments to overcome barriers to using services caused by disability or impairment. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to access and make use of services.

Types of unlawful discrimination:

Direct discrimination is where a person is treated less favourably than another because of a protected characteristic. An example of direct discrimination would be refusing to allow a student on a residential trip because they are a wheel-chair user. In limited circumstances, employers can directly discriminate against an individual for a reason related to any of the protected characteristics where there is an occupational requirement. The occupational requirement must be crucial to the post and a proportionate means of achieving a legitimate aim.

Indirect discrimination is where a provision, criterion or practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic (although it does not explicitly include pregnancy and maternity, which is covered by indirect sex discrimination) such that it would be to the detriment of people who share that protected characteristic compared to people who do not, and it cannot be shown to be a proportionate means of achieving a legitimate aim. An example would be an employer who requires staff to commit to working from 8pm-11pm every evening. As women are more likely to be primary carers of children, this may indirectly discriminate against them, unless this can be objectively justified.

Harassment is where there is unwanted conduct, related to one of the protected characteristics (other than marriage, and civil partnership, and pregnancy and maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment. It does not matter whether or not this effect was intended by the person responsible for the conduct. Harassment can occur, for example, where a member of staff makes comments on a student's sexuality in a way that makes the student feel uncomfortable.

Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic (although it does not cover harassment because of

marriage and civil partnership, and pregnancy and maternity). An example would be a student, whose child has attention deficit hyperactivity disorder, refused access to a graduation ceremony because of fears about the child's behaviour.

Perceptive discrimination is where an individual is directly discriminated against or harassed, based on a perception that he/she has a particular protected characteristic when he/she does not, in fact have that protected characteristic (other than marriage and civil partnership, and pregnancy and maternity). An example would be a member of staff who refuses to work with a student because they believe the student to be gay irrespective of whether the student is gay or not.

Third-party harassment:- Under the Equality Act 2010, an employer can be liable for harassment by a third party (such as a customer or contractor) if (a) that third party had harassed an employee on at least two previous occasions; and (b) the employer had failed to take reasonably practicable steps to stop the harassment.

This has now been repealed from 1 October 2013, under the newly made *The Enterprise and Regulatory Reform Act 2013 (Commencement No.3, Transitional Provisions and Savings) order 2013*.

The Government has said that the removal of the third party harassment provisions will not leave employees unprotected in this area.

Employers are required to provide a safe working environment under the Health and Safety at Work Act 1974. Part of the requirement is to undertake risk assessments for employees, which could extend to third-party harassment. Employees can bring negligence claims based on an employer's breach of its common law duty to take reasonable steps to protect them from injury caused by third party harassment.

Employees can also make use of the general harassment provisions under the Equality Act. These provide that '*A person (A) harasses another (B) if A engages in unwanted conduct related to a relevant protected characteristic which has the purpose or effect of either (a) violating B's dignity; or (b) creating an intimidating, hostile, degrading, humiliating or offensive environment for B*'.

Victimisation occurs where an employee or student is subjected to a detriment such as being denied a training opportunity or a promotion because he/she made or supported a complaint or raised a grievance under the Equality Act 2010, or because he/she is suspected of doing so. However, an employee or student is not protected from victimisation if he or she acted maliciously or made or supported an untrue complaint. There is no longer a need for a complainant to compare his or her treatment with someone who has not made a complaint under the Equality Act 2010. For example, if a visually-impaired employee raises a grievance that the

employer is not complying with the duty to make reasonable adjustments, and is then systematically excluded from all meetings, such behaviour could amount to victimisation.

Failure to make reasonable adjustments is where a physical feature or a provision, criterion or practice puts a disabled person at a substantial disadvantage compared to someone who does not have that protected characteristic and the employer or education provider has failed to make reasonable adjustments to enable the disabled person to overcome the disadvantage.

4. Context

Located one mile south of Dalkeith in Midlothian, Newbattle Abbey College operates from a 16th century house which occupies the site of a 12th century abbey. Newbattle Abbey is listed Category A by Historic Scotland as a building of national historic and architectural interest.

The College is unique in many ways. As Scotland's adult education residential College the size is small compared to other FE colleges. It has 4.5 fulltime equivalent (FTE) academic staff and a supporting administrative, facilities and housekeeping staff. Its location and historical setting are impressive. It operates within the limitations of a Class A historical listed building and a country designated park area; and is influenced by a governing Deed of Trust.

The core activities of the College are those that relate to the learners and the curriculum. The students that the College targets are those with no or low qualifications and a third of the current profile of students come from a background of social and/or economic disadvantage. The core activity of the College is supported by the commercial activities of a Business Park, the use of the College as a training and conference centre for outside bodies, and the use of residential facilities.

The policy and procedures are designed within the context of the College vision and mission, outlined in the Strategic Plan.

Vision

Empowering adult learners through a quality curriculum delivered nationally and internationally.

Mission

To be a national residential learning community which:

- Promotes lifelong learning
- Raises aspirations
- Supports learners in transition
- Enables learners to change their lives

5. Values and Principles

Newbattle Abbey College has always been committed to the ideals of democracy and social justice. Staff have a policy of achieving equality of opportunity for all students and staff and eradicating discrimination on the basis of race, gender, disability, sexual orientation, religion or belief, age, class or any other irrelevant distinction.

The other values and principles that underpin the work of the College are:

- Empower individuals
- Promote quality
- Act with integrity and mutual respect
- Promote equality and diversity

6. Responsibilities

It is the responsibility of all staff, students and those working on behalf of the college to ensure that they conduct themselves in accordance with the Equality and Diversity Policy.

Every employee and student is required to assist the College to meet its commitment to promote equality and diversity and to avoid unlawful discrimination.

The Board of Directors is responsible for ensuring that policy and procedures to promote equality, diversity and inclusiveness are in place.

The Principal is responsible for the management of the College's Equality and Diversity Policy. The Senior Management Team (SMT) is responsible for ensuring the operation and effectiveness of the policy.

The Equalities Committee, chaired by the Principal, is responsible for advising the Senior Management Team on the development and monitoring of policy and procedures concerned with equality, diversity and inclusiveness. It is also responsible for monitoring and reporting on equalities to the Senior Management Team.

The Administration Manager is responsible for applying this policy and procedure as it relates to all aspects of human resource management including staff recruitment, pay and conditions, staff development and training.

The Depute Principal is responsible for applying this policy and procedures as they relate to:

- Programme design
- Curriculum management
- Academic guidance
- Support for Learning

All College Committees and Groups have responsibility for applying this policy and procedures as they relate to their functional responsibility e.g. Marketing Group.

Employees can be held personally liable as well as, or instead of, the College for any act of unlawful discrimination. Employees who commit serious acts of harassment may be guilty of a criminal offence.

Acts of discrimination, harassment, bullying or victimisation against employees, students, customers, clients or visitors are disciplinary offences and will be dealt with under the College's disciplinary procedures. Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to dismissal without notice.

7. Customers, suppliers and other people not employed by the College

Contractual or other service provision arrangements made on behalf of the College will be within general and specific requirements of equality and diversity as set out in the Equality Act 2010. The College will ensure that equality principles are detailed in service specification, contracts or agreements.

The College will not discriminate unlawfully against, customers, clients and visitors using or seeking to use goods, facilities or services provided by the College.

Employees and students should report any bullying or harassment by customers, suppliers, clients, visitors or others to managers and tutors who will take appropriate action.

8. Equal opportunities in employment

The College will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.

Person and job specifications will be limited to those requirements that are necessary for the effective performance of the job. Candidates for employment or promotion will be assessed objectively against the requirements of the job, taking account of any reasonable adjustments that may be required for candidates with a disability. Disability and personal or home commitments will not form the basis of employment decisions except where necessary.

The College will consider any possible indirectly discriminatory effect of its standard working practices, including the number of hours to be worked, the times at which these are to be worked and the place at which work is done when considering requests for variations to these standard working practices and will refuse such requests only if the College considers it has good reasons, unrelated to any protected characteristic, for doing so. The College will comply with its obligations in relation to statutory requests for contract variations. The College will also make reasonable adjustments to its standard working practices to overcome barriers caused by disability.

The College will monitor the ethnic, gender and age composition of the existing workforce and of applicants for jobs (including promotion) and the number of people with disabilities within these groups, and will consider and take appropriate action to address any problems that may be identified as a result of the monitoring process.

The College cannot lawfully discriminate in the selection of employees for recruitment or promotion, but the College may use appropriate lawful methods, including lawful positive action, to address the under-representation of any group that the College identifies as being under-represented in particular types of jobs. These positive action measures can also be used to overcome a perceived disadvantage or meet a specific need based on a protected characteristic. For example an employer could facilitate women having access to childcare facilities, or provide certain religious groups with time off for religious observance.

The College will provide training in equality and diversity to managers and others likely to be involved in recruitment or other decision-making where equality and diversity issues are likely to arise.

The College will provide training to all existing and new employees and others engaged to work at the College to help them understand their rights and responsibilities under the Equality Act 2010 and what they can do to help create a working environment free from unlawful discrimination, bullying and harassment. The College will provide additional training to managers to enable them to deal more effectively with complaints of unlawful discrimination, bullying and harassment.

9. Students

The College is prohibited from discriminating, harassing and victimising against students or prospective students on the grounds of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation in the following ways:

- in the arrangements it makes for deciding who is offered admission as a student
- in the terms on which it offers to admit the person as a student
- by not admitting the person as a student
- in the way it provides education for the student
- in the way it affords the student access to a benefit, facility or service
- by not providing education for the student
- by not affording the student access to a benefit, facility or service

- by excluding the student
- by subjecting the student to any other detriment,

In addition, the College is required to ensure that it does not discriminate against or victimise disabled students through either:

- the arrangements it makes for deciding upon whom to confer a qualification
- the terms on which it is prepared to confer a qualification on the person
- by not conferring a qualification on the person
- by withdrawing a qualification from the person or varying the terms on which the person holds it.

The Equality Act 2010 also imposes a duty on the College to make reasonable adjustments in respect of disabled students and applicants, although competence standards are exempted from this duty.

The Equality Act provides scope for the College to adopt voluntary positive action measures to alleviate disadvantage experienced by people who share

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a protected characteristic, reduce under-representation in relation to particular activities, and meet particular needs.

10. Curriculum

The Equality Act covers the way in the College provides education for students. Teaching methods, delivery and related issues such as assessment all need to comply with the main provisions of the Act, including those relating to direct and indirect discrimination, harassment and the duty to make reasonable adjustments for disabled students.

These obligations do not apply to anything done in connection with the content of the curriculum. The Equality Act makes it clear that the College is not restricted in the range of issues, ideas and materials it uses and have academic freedom to expose students to a range of thoughts and ideas, however controversial. Even if the content of the curriculum causes offence to students with certain protected characteristics this will not make it unlawful unless it is delivered in a way which results in harassment or subjects students to discrimination or other detriment.

The College is committed to promoting a positive culture within the learning and teaching environment where students feel safe, secure, confident and valued.

The College will continue to establish and maintain procedures with students which promote and maintain appropriate behaviour, communication and respect for others, while challenging discriminatory behaviour and attitudes.

10. Provision of services including goods and facilities

The College provides a range of services to staff, students, clients, customers and visitors such as employment services, libraries and conference and event services. The protected characteristics which apply in these circumstances are disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The ban on age discrimination in the provision of goods, facilities and services is still being considered by the UK Government and decisions will be announced in due course. The College will update this policy as and when any new legislation is brought into force.

Customers are protected both when requesting a service and during the course of being provided with a service.

The College will not discriminate against a person:

- as to the terms in providing the service
- by terminating the provision of the service
- by subjecting the service user to any other detriment

The College also has a duty to make reasonable adjustments in relation to the provision of services and in the exercising of public functions even if this favours disabled people.

12. Premises and accommodation

The College is set in 125 acres of parkland. The main College premises are in an “A” listed building; a historic 16th century house which occupies the site of a former Cistercian monastery. The main teaching accommodation is in a multi-level site and accessible for those who have restricted mobility. Campus accommodation consists of 30 single and 7 twin en suite bedrooms, a number of which are fully accessible. Appropriate parking is provided.

The College is committed to doing everything it can to improve accessibility without destroying the character of the grade “A” listed building.

The College has a duty to take such steps as it is reasonable to avoid putting disabled staff, students, customers, clients or visitors at a substantial disadvantage caused by a physical feature. Avoiding a substantial disadvantage caused by a physical feature includes:

- removing the physical feature in question;
- altering it; or
- providing a reasonable means of avoiding it.

Relevant considerations in this respect may include whether the provision of education or any benefit, service or facility in this way significantly offends the dignity of disabled staff, students, customers, clients or visitors and the extent to which it also causes inconvenience or anxiety. Factors to be taken into consideration when considering what is reasonable include;

- whether taking any particular steps would be effective in overcoming the substantial disadvantage that disabled people face in accessing the services in question
- the type of education or other benefit, facility or service being provided,
- the effect of the disability on the individual,
- the financial and other costs of making the adjustment,
- the availability of grants, loans and other assistance to disabled students,

- the extent to which aids and services will otherwise be provided to disabled people or students,
- the resources of the College and the availability of financial or other assistance
- health and safety requirements and
- the interests of other staff, students and people who may be admitted as students.

13. Recreational or training facilities

The College will not discriminate or victimise in the way it provides recreational or training facilities such as sports services, clubs or parks. In addition the College has a duty to make reasonable adjustments to ensure that its facilities are created and provided in an inclusive way.

14. Public sector equality duty

The public sector equality duty came into force on 5 April 2011. The new duty covers all of the protected characteristics although marriage and civil partnership are only covered by the first part of the duty. The duty requires the College to:

- eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a relevant protected characteristics and people who do not share it
- foster good relations between people who share a relevant protected characteristics and people who do not share it.

To advance equality of opportunity the College will have due regard, in particular, to the need to:

- remove or minimise disadvantages suffered by people who share a relevant protected characteristic that are connected to that characteristic
- take steps to meet the needs of people who share a relevant protected characteristic that are different from the needs of people who do not share it
- encourage people who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such people is disproportionately low.

In fostering good relations, the College will look, in particular to the need to tackle prejudice and promote understanding.

Specific Duties

The Scottish Government has identified specific equality duties which came into force on May 27, 2012.

Publication of Equality Outcomes

The College is required to set and publish equality outcomes based on evidence and informed by the involvement of equality groups. When determining outcomes the College will need to consider evidence across all the relevant protected characteristics and take reasonable steps to involve people with those characteristics. The College is also required to publish the reasons why its equality outcomes do not cover all of the relevant protected characteristics. The College's equality outcomes will be informed by the three parts of the general duty.

Reporting on Mainstreaming

The College is required to publish a report on the action it has taken and the progress it has made to ensure that equality is embedded into day to day systems and practices and that equality is promoted and advanced across all the protected characteristics. This report is to include an annual breakdown of any information gathered by the College in relation to employment data and details which the College has made in gathering and using this information to assist in meeting the requirements of the general duty.

Equality Impact Assessment

The College is required to assess the impact of its proposed policies and practices, including any changes to and revisions of its existing policies and practices on people with relevant protected characteristics. The College is required to have due regard to the results of its impact assessments and publish those results in a way and within a period that it considers reasonable.

Employment Data

The College is required to take reasonable steps to gather information annually on the relevant protected characteristics of employees, including information on the recruitment, retention and development of employees. That information is to assist progress on the general duty and the publication of information gathered within the mainstreaming report.

The College does not have more than 150 employees and is therefore not required to publish information on the gender pay gap or a pay statement covering gender, disability and race.

However, the College is committed to monitoring the existing workforce and job applicants in relation to ethnicity, gender, age and disability and will consider and take appropriate action to address any problems that may be identified as a result of the monitoring process.

Public Procurement Considerations

The College is required, in relation to the awarding of, and any conditions attached to procurement contracts to include considerations relevant to the general equality duty, if relevant and appropriate.

Duty of Scottish Ministers

Scottish Ministers are to publish proposals for activity to assist public bodies including the College, in fulfilling the general duty.

Publication Duty

The College is to comply with the duty to publish its equality outcomes, mainstreaming report and employment data in a manner that is accessible to the public and as far as is practicable, by employing an existing means of public performance reporting.

15. Related policies and procedures

The following College policies and procedures support the implementation and promotion of equality of opportunity. The College will update these in the light of the Equality Act and the public equality duties, in addition to any others not listed below which are relevant for equality, diversity and inclusiveness.

- Recruitment and Selection Policy and Procedures
- Grievance Policy and Procedures
- Disciplinary Policy and Procedures
- Student Disciplinary Policy and Procedures
- Procedures for Dealing with Unlawful Discrimination and Harassment
- Academic Guidance Policy
- Student Pre-entry Interview Policy and Procedure
- Support Policy
- Core Skills and Learning Support
- Marketing Strategy

If any employee or student considers that they may have been unlawfully discriminated against or is concerned about bullying or harassment, he/she may use the College's grievance procedure and procedures for dealing with unlawful discrimination and harassment to make a complaint.

The College will take any complaint seriously and will seek to resolve any grievance that it upholds. An employee or student will not be penalised for raising a grievance or complaint, even if the grievance or complaint is not upheld, unless the complaint is both untrue and made in bad faith.

Use of the College's grievance procedure does not effect an employee's right to make a complaint to an employment tribunal.

16 Monitoring and Review

This policy and any associated procedures and action plans will be reported on no later than every two years and reviewed by the Board of Directors no later than every four years to ensure compliance with legislation, particularly the public sector equality duties, and effectiveness. The College will assess the impact of its policies, practices and procedures on Equality and Diversity and the Equalities Committee will monitor College policies to establish the affect on equality and diversity of students and staff.

Statistical data will be reviewed annually by the Equalities Committee, and recommendations made to the Senior Management Team and the appropriate Committee of the Board of Directors. The Academic Committee will have overall responsibility for student matters and the Administration and Finance Committee for employee matters.

The College will monitor student admissions and progress in relation to age, disability and ethnicity. This will include applications, admissions, progress, awards, academic appeals and destination statistics.

Reasons for withdrawal from College will be monitored to establish whether an early or unexpected departure can be attributed to inequality or indirect discrimination.

The College will strive to carry out robust and effective monitoring within the framework of the management information it operates.

The Administration Manager will monitor staff recruitment, career progress, pay, disciplinary matters and grievances in relation to age, disability and ethnicity.

The provision of training and development opportunities will be monitored annually to ensure equality.

The Equalities Committee will ensure that the regular monitoring and review results in implementation of procedures in line with policy.

Information provided by employees and students for monitoring purposes will be used only for these purposes and will be dealt with in accordance with the Data Protection Act 1998.

17 Communication and Publication

This policy and associated procedures will be made available on the College intranet and website. Monitoring information will be summarised within the College Annual Report.

The results of monitoring and assessment will be published in an annual report and presented to the Senior Management Team for reporting to the Board of Directors. The report will include an outline of the key areas for improvement for the forthcoming year.

The Equality and Diversity statement (*“Newbattle Abbey College is committed to the active pursuit of challenging discrimination, advancing equality and celebrating diversity”*) will appear on publications, promotional information and advertising, as appropriate. It will be made available to all new staff through the induction process and highlighted in student handbooks.

Newbattle Abbey College is committed to the active pursuit of challenging discrimination, advancing equality and celebrating diversity

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Appendix 1: Law relating to this document

Equality Act 2010

The Equality Act 2010 came into force on 1 October 2010. The purpose of the Equality Act 2010 is simplify existing discrimination legislation and create a more consistent and effective framework while at the same time extending discrimination protection.

The Act defines discrimination as less favourable treatment because of a protected characteristic. The protected characteristics under the Equality Act 2010 are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex; and
- sexual orientation.

Indirect discrimination against individuals because they have a relevant protected characteristic is also covered, although pregnancy and maternity does not come under the indirect discrimination provisions in the Equality Act 2010.

Employers will be liable for acts of unlawful discrimination committed by their employees against other employees or customers in the course of their employment unless they can show that they took such steps as were reasonable practicable to prevent those acts. There is no limit on compensation for unlawful discrimination, which includes compensation for injury to feelings and personal injury.

Employers may take positive action in the form of proportionate measures to encourage or train people from an under-represented group to apply for jobs, overcome a perceived disadvantage or meet specific needs based on a protected characteristic.

The Equality Act 2010 makes it unlawful to discriminate directly or indirectly, or harass customers or clients because of the protected characteristics of disability, gender, gender reassignment, pregnancy and maternity, race,

religion or belief, sex and sexual orientation in the provision of goods and services.

Scottish Government Public Sector Equality Duty Regulations and Order

The Equality Act 2010(Specific Duties) (Scotland) Regulations 2012

These outline the specific equality duties required by Scottish public bodies covered by the legislation.

Statutory Codes of Practice (Equality and Human Rights Commission)

Code of Practice on Equal Pay

Code of Practice on Employment

Code of Practice on Services, Public Functions and Associations

Non-statutory Guidance (Equality and Human Rights Commission)

Further and Higher Education provider's guidance

Interim Scotland PSED General Duty Guidance (Vol 1) April 2011

Interim Scotland PSED Assessing Impact Guidance (Vol 2) April 2011

Interim Scotland PSED Evidence Guidance (Vol3) April 2011

Resources on new protected characteristics

Relevant websites

www.equalityhumanrights.com

<http://www.scotland.gov.uk/Topics/People/Equality>

<http://www.homeoffice.gov.uk/equalities/>

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