



Education and Culture DG

Lifelong Learning Programme

Grundtvig – Learning partnership

## **UNITY IN DIVERSITY:**

### **Living, learning and working in a diverse society**

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**D**undee  
College

 **Decroly**

  
Innovationstransfer-  
und Forschungsinstitut  
Schwerin

# Dundee College

## Equality & Diversity

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[www.dundeecollege.ac.uk](http://www.dundeecollege.ac.uk)

# Equality & Diversity Strategy at Dundee College

## Overall Aim

- To actively promote equality in Dundee College and engender an ethos and culture which fosters and celebrates diversity. To be acknowledged as an inclusive organisation in which all people can participate fully as equal citizens.

## Objectives

- To promote Dundee College as an equal opportunity organisation
- To identify, adopt and embed good practice across all areas of college operations
- To ensure that the college meets statutory requirements

# Equality & Diversity Structure

## Working Group

- To oversee equality and diversity development in Dundee College
- Provide leadership and commitment for Strategy Group

## Strategy Group

- Promote equality and diversity activity, actions and partnerships
- Ensure that the college meets statutory requirements
- Implement, monitor and review the effectiveness of equality and diversity activity and recommend actions

# Equality & Diversity Structure

## Advisors Group

To assist in the development of equality and diversity in Dundee College through:

- An Advisory role to the Group on legislation, case law, initiatives, etc. in relation to the protected characteristics (see Equality Act 2010)
- To be a Conduit for information coming in and going out of the College in their respective areas
- To be a Reference Point for staff and students who may wish to discuss anything concerned with each area of specialism
- To signpost people in the right direction relevant to the nature of their issue.
- To organise Equality and Diversity Events

# Equality & Diversity Structure

## Advisor Role Activity

- RESPECT campaign
- Review of RESPECT campaign
- Monthly advisors meetings
- E & D events
- Development of Student Code of Conduct
- CPD attendance
- Student Association Fresher's Week/events/student involvement
- Student Induction
- Staff & Student Portal maintenance

[https://aege.dundeecollege.ac.  
uk/SiteDirectory/dc6/default.as  
px](https://aege.dundeecollege.ac.uk/SiteDirectory/dc6/default.aspx)

# RESPECT Campaign

## Aim

To actively raise awareness of equality & diversity within Dundee College

## Objective

To produce an impactful and sustainable campaign that introduces equality & diversity college wide

## Procedure

1. Sequential poster and banner display
2. Electronic notice to staff & students
3. Post campaign evaluation



Different Races  
Different Ethnic Origins  
One College



Celebrating Diversity,  
Encouraging Respect.



Walden  
College

Different Beliefs  
One College



Celebrating Diversity,  
Encouraging Respect.



Walden  
College

Different Genders  
Different Gender Identity  
One College



Celebrating Diversity,  
Encouraging Respect.



Walden  
College

Different Ages  
One College



Celebrating Diversity,  
Encouraging Respect.



Walden  
College

Different Abilities  
One College



Celebrating Diversity,  
Encouraging Respect.



Walden  
College

Different  
Sexual Orientation  
One College



Celebrating Diversity,  
Encouraging Respect.



Walden  
College

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# RESPECT Campaign

## Evaluation

Online questionnaire 200 responses (**44% St; 52% Emp; 4% V**)

Have you noticed the Dundee College Equality & Diversity campaign:  
**Posters 70%; Postcards 34%; Banners 48%; Web 32%**

As a result of this campaign do you think more about:  
**Race 48%; Age 39%; Disability 46%; Gender 37%;  
Belief 37%; Sexual Orientation 36%**

Have you talked about the campaign: **31% Yes**

# Any Questions?

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