

# INCLUSIVE LEARNING & EQUAL OPPORTUNITIES POLICY



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## ETHOS

The College is strongly committed to a policy of inclusivity and equality of opportunity for all members of the college regardless of age, gender, race or sexual orientation. The College monitors the operation of this policy closely and accordingly reports to the Corporation on a regular basis.

The College has adopted the Code of Practice for the Elimination of Racial Discrimination in Education, published by the Commission for Racial Equality. The College supports the recommendations of the MacPherson Report and is working to ensure that institutionalised racism is eliminated from all of its policies and practices.

The College produces a Disability Statement annually and supports the Code of Practice relating to Age Discrimination and age of staff published by the Department of Trade & Industry.

The College supports and is actively involved within the Widening Participation programme and supports inclusive learning.

## AIMS OF THE POLICY

- All students, staff, Corporation members of the College and any person who deals with the College in any way shall be treated equally and fairly.
- The College aims to promote an atmosphere of trust, integrity, mutual respect and openness between all people in the College.
- There will be no discrimination, directly or indirectly, on the grounds of sex, marital status, age, race, religion, colour, sexual orientation, dress, disability or ethnic and national origins.
- The potential for institutionalised racism is acknowledged and the College is working to revise all of its policies and practices, on an ongoing basis, to ensure that the risk is minimised.
- As a matter of policy and practice, and within the confines of current funding, all students are entitled to have access to the full range of learning experiences and have the opportunity to demonstrate their strengths and interests across the curriculum.

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*Working together to be an Equal Opportunities College*

## **APPLICATION OF THE POLICY**

### **GENERAL**

The College seeks to promote a caring environment based on mutual respect and understanding.

### **STUDENTS**

The College seeks not to discriminate unlawfully against any student and has specific procedures in the following areas:

- in the provision of curriculum, key skills, enrichment and pastoral care;
- in the application of standards of behaviour;
- in the provision of careers guidance and work experience;
- in the College environment and the provision of facilities, services and grievance procedures;
- in the provision of its Adult Programme;
- in the allocation of financial resources;
- in the College administration procedures.

### **STAFF**

The College seeks not to discriminate unlawfully against any staff and has specific policies in the following areas:

- in the terms and conditions of employment;
- recruitment and selection procedures;
- opportunities for promotion, training or other benefits;
- discipline and grievance procedures;
- dismissals and suspensions from College.

## **MONITORING OF THE POLICY**

### **GENERAL**

Monitoring of the Policy remains the responsibility of the Equal Opportunities Committee, the Finance & Resources Committee, Corporation, the Principal and the College Management Team.

All future Policy Reviews will consult with ethnic minorities and other relevant groups e.g. disabled. The recommendations of the MacPherson Report will be taken into account and action taken as required to remove discrimination.

### **STAFF**

Personnel will maintain statistical records of recruitment, retention, promotion, training and disciplinary matters. These will be reviewed annually by the Finance & Resources Committee and CMT, and action taken where required.

### **STUDENTS**

All student applications to the College, student recruitment and retention and staff employment applications will be monitored (by including a monitoring form with the admission and application forms) for the following:

1. Ethnic origin
2. Sex
3. Disability

A statement showing the total numbers of students applying each year, recruitment, retention and achievement will be reported on an annual basis. Statistics relating to disciplinary issues will also be collated by the Director of Student Guidance and Support on an annual basis and reported back to CMT.

Complaints will be addressed promptly, as explained in the College Complaints Policy, reviewed annually by the Principal and reported to the Corporation.

## **FURTHER INFORMATION**

Copies of the Policy are available at College Reception. The Policy may also be found on the College Intranet site. For further information please contact the Director of Student Guidance and Support.

## **REVIEW**

Reviewed by the Equal Opportunities Committee, monitored by the Principal, CMT, Personnel and Heads of Department, and recommended to the Finance & General Purposes Committee and Corporation for approval.

**Approved by the Corporation:** 12 July 2001  
**Reviewed:** February 2006 & September 2008  
**Review Date:** February 2010