

1 STUDENT EQUALITY AND DIVERSITY POLICY

Scope of this policy:

This policy covers equality and diversity in relation to:

- Age
- Disability
- Gender (including transgender identity/gender reassignment/being a transsexual person)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexuality, sexual orientation (lesbian, gay, bisexual or heterosexual)

It also sets out how discrimination and harassment on the basis of any of these categories will be dealt with and prevented

2 MARKETING AND PUBLICITY

The College will aim to ensure that information about its programmes of study and services is made available to the widest possible audience. Disabled students will be invited to discuss their specific needs so that the college can respond appropriately. Marketing activities will seek to encourage participation from those groups currently under-represented in the College as a whole and in particular areas of study. All applicants to the College will be made aware of a clear commitment to an equitable, diverse and inclusive student population where harassment and discrimination will not be tolerated.

3 ADMISSIONS

3.1 The gender, race, any disabilities, age, sexual orientation, faith and beliefs of all applicants and enrolled students will be monitored to inform admissions policies. Admissions and enrolment procedures will be supportive and as straightforward as possible. The academic criteria for admissions will be as stated within the prospectus or Course Leaflet.

3.2 Course Teams will identify and monitor any equality, diversity and other socio-economic factors that may impact on their students to inform future admissions policy and curriculum development.

4 STUDENT SUPPORT

- 4.1** The College will encourage the identification of additional support needs and, within resource constraints, seek to meet those needs.
- 4.2** The College will seek to make continuous improvements to physical access in all its buildings. Reasonable adjustments or reasonable relocation will be made to provision where disabled learners or other disabled people might otherwise be substantially disadvantaged. A regular review will be undertaken to monitor progress in achieving accessibility for all students.
- 4.3** In line with the Disability Discrimination Act (2010), students with learning difficulties and/or disabilities will have equal rights of access to other students. Guidance and support will be provided to enable such students to be integrated into the full range of programmes of study based on entry requirements and ability.
- 4.4** The College will seek to offer individual and flexible programmes of study to students who request and/or need them within reasonable resource restraints.

5 STUDENT INDUCTION

- 5.1** As part of their induction programme, all students will be made aware of the College's Single Equality Scheme and the Student Equality & Diversity Policy and of their rights to be treated with respect and dignity during their time with us.
- 5.2** As part of their induction programme, all students will be made aware of their responsibilities in putting the College's Equal Opportunities and Diversity Policy into practice and the measures the College will take to counteract all forms of bullying and harassment.

6 MONITORING

- 6.1** College originated curriculum materials will be monitored and evaluated on a regular basis to ensure that they do not promote sexism, racism or any other form of discrimination including discrimination on the grounds of religion, age, sexuality, disability, or gender reassignment. (An exception may be permitted with the inclusion of materials used for illustrative purposes within the context of the subject being taught).
- 6.2** Retention, achievement and destinations by age, gender, race and disability will be monitored to inform curriculum and assessment policies and will feed into local action planning and as part of the self assessment process.

- 6.3** Tutorial programmes will be informed by the monitoring outcomes and will address issues of racial and other forms of discrimination.
- 6.4** The promotion of Equality and Diversity is embedded in lesson planning documentation and monitored as part of the Learning Review processes.

This policy is available in alternative formats. Please contact the Student Services Team if you require assistance.

Updated June 2017 – Approved at PODC 20 June 2017