

Policy	Equal Opportunities Policy Students (HR 22)
Document owner	Principal
Date first implemented	September 1998
Date last reviewed	November 2019
Date of next review	November 2021
Date governor-approved	December 2019
Associated documents	Anti-Bullying (Student) Policy
Reference documents	Equality Act 2010 Data Protection Act 2018 Race Relations Act 1976 Race Relations Amendment Act 2000 Disability Discrimination Act Part 4 Education & Skills Funding Agency contract
Initial reviewing body	EDI Committee
Final approval body	Board of Governors
Published on website	Yes

Purpose	<p>The purpose of this policy is to support College staff to be aware that they have a duty to uphold equal opportunities principles and that they do not discriminate against any student or trainee in their daily contact with one another.</p> <p>The framework will ensure that we comply with legislation, regulation and best practice standards.</p>
Scope	<p>Derwen College is committed to the training and development of all staff and the organisation and will do all it can to promote good practice in this area in order to eliminate discrimination and harassment as far as is reasonably possible.</p> <p>Derwen College aims to ensure that no individual is treated less favourably on the grounds of a protected characteristic under the Equality Act 2010. All members of staff should ensure that they read this policy in conjunction with the policies listed above.</p>
Definition	<p>Protected Characteristics Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.</p> <p>Disability A physical or mental impairment, which has a substantial and long-term adverse effect on an individual's ability to carry out normal day-to-day activities. The effect must have lasted for 12 months or be likely to last 12 months. An effect that is likely to recur is treated as continuing for this purpose.</p>

Equality of Opportunity College Aims:

The College is committed to:

- Promoting equality, good relations and to challenging discrimination. This is reflected in all College policies, procedures, processes and practices

- ensuring that it is a place where everyone, irrespective of their race, colour, ethnic or national origin, citizenship and/or protected characteristics, feels welcome and valued and able to achieve their full potential
- protecting the rights of all students and trainees during their time at the College
- respecting and valuing differences between people whilst meeting the diverse needs of the students, trainees and clients
- preparing students and trainees for life in modern Britain
- acknowledging the existence of discrimination and being proactive in tackling and eliminating it

Equality of opportunity College Ethos:

The College:

- Opposes all forms of racism, racial prejudice, racial harassment, racial discrimination and hate crime
- Caters for the dietary and dress requirements of different religious groups and enables students, trainees and clients to observe festivals and events relevant to their faith
- Will actively promote good personal and community relations by fostering a positive atmosphere of mutual respect and trust among students and trainees from all racial groups
- Has procedures for dealing with, recording and reporting incidents of harassment and bullying
- Will ensure that incidents of discrimination involving students and trainees will be dealt with promptly, firmly and consistently in accordance with College's procedures and that action will be taken to support victims.
- Will work with partner agencies to tackle issues relating to harassment.
- Will monitor data on admissions and this will be used to inform future programme planning and decision-making.
- publicity will reflect equality of opportunity and be free of bias and stereotypical images
- gives a high profile for the Equal Opportunities Policy by regular communication and publication to staff, students and other agencies involved.
- Safeguards against harassment and bullying - Everyone is entitled to be treated with courtesy and respect. The College will not accept behaviour towards people which is objectionable and offensive, or which might threaten their security, or create an intimidating or hostile environment, which may hinder their performance.
- Any alleged incidents of harassment will be dealt with according to the College's agreed procedures.
- publicity will reflect equality of opportunity and be free of bias and stereotypical images
- a high profile for the Equal Opportunities Policy by regular communication and publication to staff, students and other agencies involved.

Equality of Opportunity (programme offer)

Disability Discrimination Act Part 4

The sections of the Act relating to post-16 education place responsibilities on educational providers not to discriminate against a disabled student or potential student for a reason related to their disability. The legal responsibility for ensuring discrimination does not take place lies with the governing body.

The Act makes it unlawful to discriminate against a disabled person:

- in admissions or enrolment of students

- in the terms on which admission offers are made
- by refusing or deliberately omitting to accept an application for admission
- in the provision of services provided wholly or mainly for students. This includes provision such as courses, training, recreation, leisure and catering facilities or accommodation.

Discrimination against disabled applicants or students can take place in two ways. By:

- treating them “less favourably” than other people
- failing to make a “reasonable adjustment” so they are placed at a “substantial disadvantage” compared to other people for a reason related to their disability.

A *reasonable adjustment* might be any action that helps to alleviate a *substantial disadvantage*.

The College will ensure that:

- admissions policy and criteria do not disadvantage potential students from particular groups and that action will be taken to remove any inequalities that are identified
- comprehensive information about the potential student’s ethnicity, first language and religion will be included in all pre-entry assessment details
- the admissions process is monitored by ethnicity to ensure that it is administered consistently and fairly to all potential students
- provision will be made for leave of absence for religious observance and this includes staff as well as students

Attainment, progress and assessment

The College:

- has high expectations of all students and is committed to encouraging and enabling all students to achieve the highest possible standards.
- recognises and values all forms of achievement and gives recognition to those who strive to achieve their full potential.
- will monitor assessments to ensure that they are, as far as possible, free of cultural or linguistic bias.

Access and Environment

- The College will endeavour to make the admission system bias-free. College staff will make every effort to ensure that non-biased advice on courses, benefits and careers guidance will be available to students.
- Prospective students will be informed of the existence of the support and services provided for current students.
- The College is committed to improving access to the College buildings for students and staff who are disabled.
- All signs, regulations, communications and instructions will be as clear and simple as possible and free from discriminatory language.
- Every effort will be made to encourage participation from under-represented groups.

Curriculum Content and Delivery

- Consultation and assessment support will be available to all students in order that they have equal opportunities to fulfil their potential by following programmes of their choice
- A differentiated curriculum (i.e. a curriculum offered at a range of levels within the same group) using a range of adapted resources will be available to students
- The College will endeavour not to use discriminatory material. If such material is found to come from an external source, then the College will make its views known.

- Allocation of resources will reflect the commitment of the College to ensuring that, within the available funds, all courses are appropriately resourced and that all students have an equal opportunity to fulfil their potential.

Responsibilities

The Board is responsible:

- for ensuring that the College fulfils its legal responsibilities under the Equality Act 2010
- with the assistance of the Senior Leadership Team, for ensuring that the Policy and its related procedures are implemented.

The Board will:

- maintain an overview of the Equal Opportunity Policy and equality will be an annual agenda item at governor meetings.
- in partnership with College management, will be proactive in promoting equality and tackling all forms of discrimination
- in collaboration with College managers, will encourage, support and enable all students and trainees.

The Senior Leadership Team are responsible for:

- ensuring that the policy and its related procedures and strategies are implemented
- co-ordinate equality work
- deal with reported incidents of discrimination and/or harassment
- ensure compliance with the Equal Opportunities Policy

Staff are responsible for:

- ensuring that all students and trainees are included in all activities and have full access to the curriculum
- promoting equality and diversity through teaching
- deal with discrimination incidents and identify and challenge bias and stereotyping
- keep themselves up to date with equality legislation

Data Protection

Derwen College will ensure that it processes all personal data in accordance with current Data Protection legislation.