

Equal Opportunities Policy (Students)

[QP1.13]

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Responsibility for implementation:	Directors and Managers
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1.0 Policy

The aim of this policy is to provide equal opportunities for learning at The Adam Smith College and to recruit students on the basis of their ability and the requirements of their course, irrespective of their:

- Race
- Sex
- Pregnancy or maternity
- Sexual orientation
- Gender reassignment
- Marital or civil partnership status
- Age
- Disability
- Political beliefs
- Religious or other similar beliefs
- Social background

Teaching approaches and teaching materials will reflect the college commitment to ensuring that all students are treated in a manner which supports the aims of the Equal Opportunities Policy.

The staffing structure includes posts with specific responsibilities for students with additional support needs at senior management, middle management and lecturer levels for students in mainstream and special programmes. Learning Support staff based in the Learner Services Directorate have a college wide remit to provide services to staff and students. Staff with specific responsibilities are suitably qualified or trained; all staff have relevant training at induction, supported by readily available learning materials and advice from specialist staff.

Specific Objectives

- take account of all prospective learners and learning needs in the local community and design/adapt programmes to match them.
- provide, as far as possible, the environmental conditions and the support needed for learners to achieve success in learning.
- be accessible, informed, knowledgeable, helpful and welcoming to current and prospective students.
- provide information to prospective learners, enrolled students and other agencies about the curriculum and support, which can be provided.
- consult and liaise with relevant organisations in planning programmes and arranging support.
- plan individually tailored programmes to support learners.

- recruit students for courses based on objective criteria related to the course requirements.
- ensure that those responsible for selection guard against assumptions based on an individual's race (including ethnicity or nationality), gender, gender reassignment, pregnancy or maternity, marital or civil partnership status, age, disability, political beliefs, religious beliefs or sexual orientation.
- ensure that all benefits, facilities and services are provided on a fair, accessible and inclusive basis.

2.0 Justification

This Policy is needed so that the College is able to ensure that students and potential students are treated fairly by college staff and that the College complies with the Equality Act 2010. It relates to our Diversity Suite of policies and procedures for staff, which includes Equal Opportunities, Disability, Race Equality, Gender, Anti Harassment and Bullying , Sexual Orientation, Religion and Belief, and Age.

3.0 Link to Strategic Plan

Core values

- Providing all learners with the highest quality learning experience
- Valuing clients and colleagues and treating others with respect and integrity
- Recognising that enjoyable learning is the most effective learning
- Embracing diversity as a cornerstone of our learning community
- Accepting accountability and responsibility for our actions

Strategic Aim 1

We will make a significant, recognised and valued contribution to the personal development of our students.

4.0 Exemptions

This policy relates to student recruitment and curriculum delivery. Staff must take credence of it in their interactions with students.

5.0 Related Procedures

- QP2.13: Equal Opportunity Procedure
- QP1.15: Inclusiveness Policy
- QP1.14: Race Relations Policy
- QP1.11: Anti-Harassment and Bullying Policy
- QP2.11: Anti-Harassment and Bullying Procedure
- QP1.17: Disability Statement

Where an incident relates to Diversity issues such as Disability, Ethnicity, Sexual Orientation, Gender, Religious Beliefs or Age, an indication that this has occurred should be passed, without disclosing specific details, to the Chair of the Diversity Committee, so it can be raised as an Agenda item.. This will enable the college to monitor incidents and take action to improve provision.

Confidentiality will be taken account of based on a need to know basis.