

COMMITTED TO EQUAL OPPORTUNITIES

POLICY

1. The policy of the College is to provide equality of opportunity for all existing and potential students and employees.
2. This policy of equal opportunities will aim to ensure that no existing or potential student or employee receives less favourable treatment than other students or employees on the grounds of race, sexual orientation, colour, nationality, ethnic or national origin, disability, gender, age, marital status or religion.
3. All other policies and practices connected with the College's role as a provider for students and as an employer will be applied with observance of the equal opportunities policy and kept under review to ensure that they do not discourage students or employees or operate against equal opportunities.
4. All existing and potential students and employees will be made aware that the College operates an equal opportunities policy that does not affect their legal rights or obligations.

RESPONSIBILITY

5. The responsibility for the implementation of this policy lies with the Principal, who will ensure that arrangements exist within the Faculties and Departments, which provide for the observation of the College Policy on Equal Opportunities.
6. There is a responsibility for positive action by managers and staff to ensure that equal opportunity is developed, maintained and enhanced.
7. It is the responsibility of all members of the College to abide by and promote the College policy on equal opportunities.

IMPLEMENTATION

8. The College will maintain information bases, which will record details of employees, and student populations within courses, indicating gender balance, ethnicity, marital status and disability. These bases will be reviewed critically at regular periods to ensure that the equal opportunities policy is being implemented.
9. The College will pursue an active policy of provision of appropriate training and support for their employees.
10. The College will monitor the implementation of the equal opportunities policy and will set action plans to further equality of opportunity through its Equal Opportunities Committee.
11. Provision of facilities to enhance equal opportunities will be made where appropriate and feasible.