

Equality & Diversity (E&D)

The College is committed to providing a high quality educational experience where students and staff can work in a positive and inclusive environment. Our vision is to inspire every learner to succeed and excel and our core values are:

Passionate about providing education and training that transforms lives;
High performing – anything less than 100% success leaves room for improvement;
Innovative through the promotion of sustainability and enterprise;
Respectful – we value every person as an individual and embrace diversity in our community; and
Inclusive – we provide opportunities for all and we welcome people of all abilities and backgrounds.

The Single Equality Scheme (SES) and its supporting procedures outline the framework within which we aim to promote greater equality of treatment. This is the main document addressing the College's legal duties and responsibilities with respect to E&D. The SES applies to all staff and students who can expect:

- to be treated fairly irrespective of any perceived differences, including, but not limited to characteristics protected under the Equality Act 2010; and
- to work free from harassment and bullying.

External contractors and employers or work placement providers are expected to adhere to its ethos.

The College seeks to ensure that its policies, procedures and practices promote E&D and are clearly communicated, accessible and equally applied to all sections of the College community including potential learners, service users and job applicants. We believe that all members of the College community have the right to be treated fairly (and the duty to treat others fairly) irrespective of disability or any other perceived difference and to work and study in an environment which is free from harassment and bullying.

Disability statement

The College seeks to achieve the objectives set down in the Equality Act 2010:

- As part of its accommodation strategy the College updated its access point as part of its property and maintenance works. The College has been working with DisabledGo experts in access to buildings and facilities. An update took place 2011/12 and the results form part of the College property strategy;
- The College has appointed an Access Co-ordinator, who provides information, advice and arranges support where necessary for students with disabilities;
- There is a list of specialist equipment, such as radio aids, which the College can make available for use by students in addition to a range of assistive technology is available in the learning centre;
- The College has made a significant investment in the appointment of specialist lecturers to support students with learning difficulties and/or disabilities. There are a number of student support assistants who can provide a variety of support for learning. There is a continuing programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities;

- Specialist programmes are described in College prospectuses, and achievements and destinations are recorded and published in the standard College format; and
- Counselling and welfare services are described in the College Student Guide, which is issued to students together with the Complaints and Disciplinary Procedure leaflets at induction.

Safeguarding

The College has a statutory and moral duty to safeguard all its people, both learners and staff and sees this as central to all it does. This covers all matters connected with learners and staff having a safe working environment, ensuring that they know how to keep themselves safe. It pays particular regard to the welfare of people under the age of 18 and to that of adults at risk.