

Policy Title	Equality and Diversity Policy - Learning
Issue date (m/y)	December 2009
Author	Equality and Diversity Co-ordinator
Approved by	
Review Date (m/y)	December 2012
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Context and/or Aims

This policy reflects national legislation and guidelines on good practice, including:

- Equality Act 2010

Policy Statement

- Everyone has the right to be free from discrimination and harassment and everyone has the responsibility to promote Equal Opportunities
- Loughborough College is committed to the active promotion of Equal Opportunities and positive regard for all learners. Everyone within the College will be expected to work to these principles and promote its philosophy.
- This policy covers all staff and learners, i.e. in-college, in-company, on-line and at outreach centres and applies to all stages of the learning process i.e. pre-entry, on programme and at exit.
- The college is committed to positive action as distinct to positive discrimination to enable all individuals to develop their full potential and to overcome the effects of discrimination.

Requirements for Implementation

Loughborough College will, within the resources available:

- Strive to build a learning environment in which the individual needs of each learner are identified and accommodated by an appropriate college response.
- Create opportunities for learning for all those who seek it, and will aim to provide excellence in education and training for all its learners and will enhance their individual potential focusing on the highest possible levels of student achievement and progression.
- Help create an environment which provides equality of opportunity and freedom from discrimination, harassment and bullying on the grounds

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of race, gender, class, sexual orientation, marital status, pregnancy and maternity, age, religion and belief (including lack of belief), gender reassignment, culture, mental health, learning difficulty, disability, ex-offending and any other factors.

- Promote the diversity of our learners through our quality review and monitoring procedures.
- Foster mutual respect and understanding between all members of the college community.
- Uphold all the requirements in Equal Opportunities law and will ensure that governors, staff and students are kept informed of national and local developments.
- Identify good practice and promote positive role models.
- Produce codes of practice and procedures that will establish standards which are acceptable by
 - Encouraging diversity and innovation
 - Embedding beliefs into other value driven initiatives
 - Training staff to understand the characteristics of all groups
 - Encouraging learners to fulfil individual potential.
- Review procedures and codes of practice on an annual basis.

Responsibilities

It is everybody's responsibility to uphold the Equal Opportunities Policy.

Overall responsibility for this policy lies with the college. Within this, specific responsibilities are as follows:

1. The Equal Opportunities Group (Chair: Assistant Principal, Curriculum and Standards)
will:
 - Develop and maintain Equality Schemes

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- Ensure the involvement of learners in the development of Equality Schemes and impact assessments
 - Continually review policies and codes of practice and introduce changes where appropriate.
 - Plan cross-college Equal Opportunities initiatives, including staff development.
 - Receive statistical information and monitor the impact of diversity in teams and cross-college.
 - Monitor the impact of all Equal Opportunities development and actions and assess their impact on the experience of learners.
- 2 The Clerk to the Corporation will:
- Advise the Governing Body of any changes to legislation which affects Equal Opportunities policy and procedure.
- 3 Managers across the College will:
- Ensure practices are consistent with this policy.
 - Promote staff awareness of the principles involved.
- 4 Staff within the College will:
- Foster mutual respect and understanding between all members of the college community.
 - Ensure that measures are applied to develop equality of opportunity in accordance with the Equal Opportunities Policy and Code of Working Practice.
- 5 All learners will:
- Foster mutual respect and understanding between all members of the college community.

Redress

All learners who consider that they have been discriminated against should contact either their Progress Tutor, Course Tutor or Equality & Diversity Co-ordinator.

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Potential impact on Equal Opportunities

An Equality Impact Assessment has been conducted by Anne Williams (Equality & Diversity Co-ordinator) and Jan Leivers (Assistant Principal, Curriculum and Standards) on 7 December 2009 and any necessary amendments made to the policy.

Related Documents

- Disability Statement
- Race Equality Statement
- Harassment, Bullying, Discrimination and Prejudice Procedure