



POLICY

OVERARCHING POLICY ON EQUAL OPPORTUNITIES AND DIVERSITY

DOCUMENT CONTROL	
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College Mission Statement

To be an outstanding sixth form college where students enjoy learning in a supportive and stimulating environment which develops their potential and independence.

1.0 INTRODUCTION

It is a fundamental understanding at Shrewsbury Sixth Form College that each member of the College, whether student or staff, is a valued person in his/her own right, regardless of gender, race, marital status, age, religion, belief, sexual orientation or disability. The structures in the College are designed to ensure this aim is realised.

2.0 AIMS:

- 2.1 That all members of the College Community feel that they are being treated equally in terms of all opportunities and experiences being offered in the College regardless of gender, race, marital status, age, religion, belief, sexual orientation or disability.
- 2.2 Take measures to promote equality of access and opportunity for those within our community to study and work at College.
- 2.3 Raise awareness amongst staff and students of the issues surrounding equal opportunities and that differences in race, marital status, age, religion, belief, sexual orientation or disability are understood and valued.
- 2.4 Challenge and address harassment or unfavourable behaviour towards staff and students.
- 2.5 Identify any underachievement of people within the College which, might be the result of discrimination and take measures to address this.
- 2.6 Have in place arrangements and support to meet the needs of all staff and students.
- 2.7 Take measures to ensure that the College is a safe and healthy environment for all its members.

3.0 DISCRIMINATION

The College will not tolerate any form of unfair discrimination or harassment based on an individual's race, gender, sexual orientation, marital status, age, religion belief or disability. The College will investigate and address incidents of this nature. Incidents related to unfair discrimination or harassment should be reported to student services or reception. Any complaints will be treated seriously, will be fully investigated and appropriate action taken.



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The Principal will receive a report of any incidents relating to this policy at least at the end of each term.

4.0 MONITORING AND REVIEW

The effectiveness of the Equal Opportunity Policy will be monitored regularly to ensure that the College promotes equality of access and a good working and learning environment, which provides equality of opportunity to all members of the College. The Assistant Principal will produce an annual update on the equality of opportunity action plans to Governors.

5.0 QUALITY ASSURANCE

Equal Opportunities considerations will be built into the College's processes for Quality Assurance. An Equal and Diversity audit will take place in each subject area as part of the Self Assessment Process and will address any issues raised in their Quality Improvement Plan.

6.0 TEACHING AND LEARNING

All College departments will keep teaching styles under review in order to meet the needs of all our students. The primary responsibility for meeting the individual needs of students is that of the teacher and the tutor. It is essential that teachers and tutors work with the all relevant areas where appropriate to provide materials, information, advice and study aids to meet the individual needs of students.

7.0 RETENTION AND ACHIEVEMENT

The College will monitor the progress, retention and achievement of all students and will develop strategies to address underachievement by any group.

8.0 COMPLAINTS AND APPEALS

There may be times when students or their parents have comments, suggestions or complaints to make. We will make every effort to resolve matters informally. Where matters cannot be resolved in this way, we will give further details on how the matter will be dealt with and make available a copy of the Governing Body's formal procedure for appeal if the complaint is not resolved.

9.0 STAFF

- 9.1 A copy of the Equal Opportunities Policy (overarching) and Equal Opportunities Employment and Dignity at Work policy will be issued to all staff.
- 9.2 Opportunities will be provided for staff to learn about issues associated with the promotion of diversity and the realisation of College Vision.
- 9.3 Professional development opportunities will be provided to meet the needs of all staff as outlined in the Staff Development Policy.



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10.0 DIVERSITY STATEMENT

Shrewsbury Sixth Form College values the diverse cultures, environments and communities of which it is part. The College strives to take a proactive approach in appreciating these differences and integrating them into its life and activities in a balanced way.

The College has shared and accepted Values and Expectations “Excellence in teaching and learning, Pride in what we achieve and Respect for the individual and the community”. There is a strong belief in nurturing the potential of individuals through tolerance, respect and education.

The College recognises the importance of having a fair and just environment and is actively working towards promoting diversity.

In support of this Diversity Statement, the College Governors have specifically declared their commitment to promoting equality of access and opportunity in their policies.

As well as SSFC Values and Expectations, the following policies in particular support the College Diversity Statement:

1. Racial Equality Policy
2. Disability Policy
3. Gender Equality Policies
4. Equal Opportunities Policy (overarching policy)
5. Equal Opportunities Policy (employment)
6. Dignity at Work Policy and Procedure