

Equal Opportunity Policy

MISSION STATEMENT

The College aims to ensure equality of opportunity by combating all forms of prejudice and eliminating all forms of unfair discrimination. Staffs ensure that their actions support the College's Equal Opportunities Policy Statement which states:

“The All Saints Educators, recognising the value of sustaining and advancing a safe and welcoming learning environment, strives to treat both employees and students with respect and dignity, treat them fairly with regards to all assessments, choices and procedures, and to give them encouragement to reach their full potential. Therefore the College strives to treat all its members, and visitors, fairly and aims to eliminate unjustifiable discrimination on the grounds of gender, race, nationality, ethnic or national origin, political beliefs, HIV status, religious beliefs or practices, disability, marital status, family circumstances, sexual orientation, spent criminal convictions, age or any other inappropriate ground.”

At the College we value and respect all racial origins, religions, cultures and languages. Our good practice enables student to develop positive attitudes to differences in race, culture, language and gender.

STATEMENT OF PRINCIPLES

1. No prospective or actual student or member of staff will be treated less favourably than any other, whether before, during or after their study or employment at the All Saints Educators on one or more of the following grounds (subject to any legal constraints): age; colour; disability; ethnic origin; marital or civil partnership status; nationality; national origin; parental status; race; religion or belief; gender (including gender reassignment); sexual orientation; or length or type of contract (e.g. part-time or fixed-term).
2. The College is fully committed to meet the specific obligations of the following legislation:
 - a. Race Relations (Amendment) Act 2000;
 - b. the Disability Discrimination Act 2005;
 - c. Equality Act 2006; etc

In order to realise its commitment, the College will:

- promote the aims of this policy, including the provisions for prevention of less favourable treatment laid out in paragraph 1;

- promote equality and good relations between people of different racial groups, between women and men and between disabled and other people;
- be proactive in eliminating discrimination, including harassment and bullying, through training and the production and dissemination of codes of practice and guidance;
- have regard to its obligations under relevant legislation, ensuring continued compliance with existing laws including the necessary adjustments required to be made in response to any changes in legislation;
- whilst acknowledging that they are not legally binding, have regard to any Codes of Practice issued or adopted by the Equality and Human Rights Commission;
- regularly review the terms of this policy and all associated codes of practice and guidance.

Monitoring & Evaluation:

College Management Committee will ensure the continued implementation of this policy; Their decisions include but are not limited to following actions:

- Devise ways and means to promote this policy and educate staff and students about their rights and responsibilities.
- Take disciplinary actions against any violations of this policy and breach of relevant legislation.
- Take steps to ensure that continued implementation of this policy and relevant legislation is adhered to.

With regard to staff, this policy applies to (but is not limited to) advertising of jobs and recruitment and selection, to training and development, to opportunities for promotion, to conditions of service, benefits, facilities and pay, to health and safety, to conduct at work, to grievance and disciplinary procedures and to termination of employment.

With regard to students, this policy applies to (but is not limited to) admissions, to teaching, learning and research provision, to scholarships, grants and other awards under the College's control, to student support, to College accommodation and other facilities, to health and safety, to personal conduct and to student complaints and disciplinary procedures.

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Version Date	June 2014
Name of Developer/Reviewer	Mr. Jawad Mukhtar
Policy Owner	Principal
Person responsible for implementation	Principal
Approving Committee/Board	College Management Committee
Date approved	June 2014
Effective from	June 2014
Dissemination method	College Operations Manual; College website
Review Frequency	Ongoing Compliance
Reviewing Committee	College Management Committee