

## **Student Services: Equality of Opportunity & Equality and Diversity Policy**

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Easton and Otley College's Equal Opportunities and Equality and Diversity Policy aims to ensure that every person involved with the College is treated fairly and that there is no discrimination directly, or indirectly, on the grounds of race, colour, ethnic origin, sex, marital status, sexual orientation, religion, disability or age. (See the full Equal Opportunities Policy, the Disability Statement and the Single Equality Duty/Scheme)

### **Recruitment and Admission**

Your application will be sought and welcomed regardless of your background or the community which you are from. The College will not discriminate against any individual when recruiting new students.

You will be entitled to impartial careers advice and guidance if so requested throughout the learning process.

You will be given every assistance to enable you to access the programme of your choice, subject to the minimum entry requirements being met and a place being available. (See current Easton and Otley College Prospectus)

### **Student Support**

You will have access to a range of support services, which can help with: student support, personal concerns, financial issues, travel and general advice and guidance on any other issues, which might concern you whilst you are at Easton and Otley College.

Your individual learning and support needs are able to be identified, or you can request support, and we offer flexible learning styles to encourage you to take every opportunity to succeed in your chosen programme.

If you have responsibility for dependents and require flexible attendance arrangements, the College will endeavour to arrange these where possible.

If you live some distance from the College at Easton campus you can apply for a place in the Halls of Residence – rooms subject to funding and an appropriate place being available.

### **College Environment**

In choosing Easton College you will be in an environment which is welcoming and accessible to all, and if you have a physical disability every effort is made to ensure you have access to all areas. (See Disability Statement)

You will have access to food outlets, which endeavour to provide a healthy balanced diet.

If you think you are being bullied or harassed the College will take appropriate action to deal with the situation. (See Dealing with Harassment and Bullying Policy)

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<b>Last EqIA date</b>	- due	<b>Approval required from:</b>	SLT/VP/Corporation/Committee

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### **Work Placements**

If, as part of your programme, you are placed with an employer the College will identify and monitor the employer's Equal Opportunities Policy.

The College will seek to protect you, whilst you are at the work placement, from any forms of discrimination or unfair behaviour, as described in the College's policy above. The College seeks to protect you from any physical or verbal abuse or harassment by the employer.

### **Staff**

All Easton and Otley College staff are aware of equal opportunities law and practices and how it might affect the individual.

You will be expected to treat staff and other students in the manner in which you would expect to be treated with regard to fairness, discrimination and harassment.

You can expect staff at the College to treat you fairly and with respect.

### **Your Views**

It is important that everyone makes a contribution to equal opportunities and if you have any concerns or constructive suggestions to make please contact with the Client Liaison Officers in the Student Information Centres.

### **Complaints**

All allegations of harassment or discrimination will be investigated in accordance with the College Procedures.

Instructions on how to make a complaint are in the Student Handbook or through the Client Liaison Officers in the Student Information Centre.

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