



HUDDERSFIELD NEW COLLEGE

EQUAL OPPORTUNITIES POLICY

Huddersfield New College wholeheartedly supports the principle of Equality of Opportunity in employment and study and opposes all forms of unlawful or unfair discrimination on the grounds of colour, culture, religion, race, nationality, ethnic or national origin, gender, marital status, age, sexual orientation or disability.

We believe that it is in the College's best interests, and those of all who work and study in it, to ensure that the human resources, talents and skills available throughout the College community are valued. To this end, within the framework of the College Mission, corporate objectives and equal opportunities legislation we are committed, wherever practicable, to achieving and maintaining best practice in equality issues.

Every possible step will be taken to ensure that individuals are treated appropriately and fairly and that objective criteria only are used in:

- staff recruitment, selection, training, promotion and career management, grievance and disciplinary procedures
- student admissions, choice of programme of study, assessment decisions, grievance and disciplinary procedures

SUPPORTING POLICIES

To this end specific policies and codes of practice have been developed for staff, students and other stakeholders: These policies are available from Student Services, the Library or the Principal.

- Admissions Policy
- Disability Statement
- Race Equality Policy
- Personal Harassment Policy
- Personnel Procedures

All members of the College community are responsible for upholding this Policy. Failure to observe the policy may result in disciplinary action for students or staff.

ACTION TO IMPLEMENT POLICY

In order to put this policy of Equal Opportunities into practice in the day-to-day operation of the College we will:

- set explicit, measurable and achievable objectives and targets for equal opportunity in the College Development Plan;

- implement the Race Equality Policy and its associated action plan;
- monitor intake, course take up, retention and success by gender, ethnicity and disability and make the information available to teams;
- provide training and guidance for staff;
- develop learning materials and methods which foster equal opportunity;
- continue to monitor and review existing procedures for recruitment, selection, promotion and training;
- identify any scope for using lawful positive action training and encouragement, and then put the necessary arrangements in hand;
- maintain Disability Symbol status;
- meet the requirements of existing and new equal opportunities legislation (in particular the Race Relations (Amendment) and Special Educational Needs and Disability Acts), Employment Equality (Sexual Orientation) Regulations 2003, Employment Equality (Religion or Belief) Regulations 2003;
- review this statement and supporting policies on a regular basis.

Implementation of this policy will be monitored by the Equality Committee, a sub-committee of College Board. Its membership includes College managers, elected staff and student representatives.

REVIEW AND APPROVAL

This Policy has been approved by College Board and the Corporation who will review it annually. Enquiries about the Policy should be directed to the Principal.

COMPLAINTS

If you feel that the College is not observing this policy you should use the Student Grievance Procedure (students) or the Complaints Procedure (other people and organisations). These are contained in the Student Charter and Community Charter respectively.