

Equal Opportunities Policy



THE ADAM SMITH COLLEGE, FIFE
INSPIRING LEARNING

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Responsibility for policy:	Director of Learner Services
Responsibility for implementation:	Directors and Managers
Responsibility for review:	Director of Learner Services
Date for review:	July 2008



1.0 Policy

The aim of this policy is to provide equal opportunities for learning at The Adam Smith College and to recruit students on the basis of their ability and the requirements of their course, irrespective of their ethnicity, gender, marital status, age, disability, political beliefs, religious beliefs, or sexual orientation.

Teaching approaches and teaching materials will reflect the college commitment to ensuring that all students are treated in a manner which supports the aims of the Equal Opportunities Policy.

Specific Objectives

- ❖ Recruit students for courses based on objective criteria related to the course requirements.
- ❖ Ensure that those responsible for selection guard against assumptions based on an individual's ethnicity, gender, marital status, age, disability, political beliefs, religious beliefs or sexual orientation.
- ❖ Ensure that opportunities for learning and for personal development are made available to students in accordance with criteria which do not discriminate on the basis of ethnicity, gender, marital status, age, disability, political beliefs, religious beliefs or sexual orientation.

2.0 Justification

This Policy is needed so that the College is able to ensure that students and potential students are treated fairly by college staff. It relates to our Diversity Suite of policies and Procedures for staff, which includes Equal Opportunities, Disability, Race Equality, Gender, Anti Harassment and Bullying , Sexual Orientation, Religion and Belief, Sexual Orientation and Age.



3.0 Link to Strategic Plan

Core values

- ❖ Providing all learners with **the highest quality learning** experience
- ❖ Valuing clients and colleagues and treating others **with respect and integrity**
- ❖ Recognising that **enjoyable learning** is the most effective learning
- ❖ Embracing **diversity** as a cornerstone of our learning community
- ❖ Accepting **accountability** and responsibility for our actions

Strategic Aim 1

We will make a significant, recognised and valued contribution to the personal development of our students.

4.0 Exemptions

This policy relates to student recruitment and curriculum delivery. Staff must take credence of it in their interactions with students.



5.0 Related Procedures

- ❖ QP2.13: Equal Opportunity Procedure
- ❖ QP1.15: Inclusiveness Policy
- ❖ QP1.14: Race Relations Policy
- ❖ QP1.11: Anti-Harassment and Bullying Policy
- ❖ QP2.11: Anti-Harassment and Bullying Procedure
- ❖ QP1.17: Disability Statement

Where an incident relates to Diversity issues such as Disability, Ethnicity, Sexual Orientation, Gender, Religious Beliefs or Age, an indication that this has occurred should be passed, without disclosing specific details, to the Chair of the Diversity Committee, so it can be raised as an Agenda item.. This will enable the college to monitor incidents and take action to improve provision.

Confidentiality will be taken account of, based on a need to know basis.