

POLICY FOR EQUAL OPPORTUNITIES AT LANDAU FORTE COLLEGE

Purpose

Within the context of the Mission Statement, Key Objectives and Terms and Conditions of the organisation Landau Forte College is committed to the principle that every member of the College community is entitled to equal opportunities and treatment irrespective of ethnic or national origin, race, gender, physical disability, marital status, social background or religion.

Objectives

- ◆ To recruit appropriate staff, students and College helpers from a broad range of cultural, social and religious backgrounds and to ensure that each individual receives recognition that their identity is a valued element in a diverse but mutually supportive community.
- ◆ To actively ensure that courses and learning experiences at the College enable all individuals to develop their skills, talents and personal qualities to the full enabling them to successfully progress into further or higher education and/or employment, regardless of their age, ability, gender, ethnic or religious background.
- ◆ To ensure that access to College facilities is provided for people with physical disabilities, to such an extent that they afford the same opportunities for learning as for able-bodied persons.
- ◆ To encourage developments, support individuals and promote harmonious relationships between all members of the College and the wider community so that all members possess a sense of value, personal worth and dignity.
- ◆ To ensure that all employees will be afforded the opportunity to undertake training relevant to their present roles and future aspirations within the College.
- ◆ To provide an opportunity for all members of the College community, including community and industrial partners, to contribute to the decision making process.
- ◆ To act as a safeguard for all members of the College community.

Broad Guidelines

The co-ordinator of equal opportunities will be responsible for making recommendations to the Principal for establishing procedures that will allow the above objectives to be met and for oversight of monitoring, evaluating and reviewing the provision for equal opportunities throughout the College. All College members will share some responsibility for ensuring that there are equal opportunities throughout the College. Staff Training and development opportunities should be made available as appropriate.

Conclusion

The College will monitor and evaluate its practices and assess the impact of other College policies upon Equal Opportunities. In the light of those evaluations the College will seek to further improve its practices to meet the above objectives.

Reviewed: January 2005