

EQUALITY, DIVERSITY & INCLUSION

Abbeydale Vetlink Veterinary training (AVVT) is committed to Equal Opportunities in seeking to provide the best possible experience and environment for all students and employees, consistent with existing limitations on resources. It is committed to working actively to eradicate discrimination, harassment and bullying on the grounds of gender, marital status, race, disability, colour, ethnic origin, religion, sexual orientation, age, or any other grounds where such discrimination cannot be reasonably justified.

AVVT believes that:

Appropriate opportunity to participate in education should be available to anyone wishing to do so, but accepts that access will be limited under the provisions of the Children Act 1989

Curriculum within AVVT should consider the needs of all current and potential students

All students, staff and visitors should be able to go about their business in an atmosphere free of intimidation or abuse.

The necessary support should be made available to enable learners of different abilities and needs to progress through the curriculum towards successful achievement.

It is the responsibility of AVVT to recognise and reflect the positive contributions of men and women of different social backgrounds, cultures, religions, abilities, ages and sexual orientation to college.

AVVT requires all staff and students to accept and implement this policy, copies of which will be kept in the Main Office.

Scope

All aspects of AVVT provision are covered by this Equal Opportunities policy.

Accountability

- AVVT Directors are responsible for promoting equal opportunities, and for ensuring that effective policies and procedures are in place to ensure and continuously improve the quality of equal opportunities.
- The Directors are responsible for promoting, monitoring and reviewing the equal opportunities policy, and inclusive learning, and for evaluating its effectiveness.
- The Directors are responsible for promoting, monitoring and implementation of all aspects of the College's equal opportunities policy relating to the employment of staff.

- All employees of AVVT have a responsibility for implementing the equal opportunities policy and promoting equal opportunities in all aspects of their work.

Period of Review

The policy will be reviewed by the Directors at least every 3 years.

Policy Content

- a) AVVT seeks to ensure equality of opportunity and treatment for all persons in relation to all its activities, such as the employment of staff, consultants and contractors, the provision of educational opportunities, and the provision of training and other services to individuals and organisations.
- b) All staff recruitment information will include requirements that are necessary and justifiable for the effective performance of the job. Consistent criteria will be used when considering applicants for jobs, and those criteria will be made available to applicants. All interviews will be thorough, objective, and deal only with the applicant's suitability for the job.
- c) All staff will be encouraged to discuss their training needs with the Directors as part of the appraisal procedure. AVVT will not discriminate unfairly in the allocation of duties and responsibilities.
- d) Student induction should also involve clarification of AVVT's policy on Equal Opportunities.
- e) AVVT will monitor and review the curriculum, and the learning resources used to deliver it, to ensure that they reflect and promote equal opportunities.
- f) All staff have a responsibility to ensure equality of treatment for all students where external agencies are involved e.g. work placements.
- g) If any member of staff or a student are alleged to be in breach of AVVT's Equal Opportunities Policy, an investigation will be carried out in accordance with agreed procedures.

Depending on the outcome, guidance, advice, counselling and training will be offered, but in the event of serious or disciplinary action will be instigated.

- h) AVVT will review the effectiveness of procedures designed to enable students, staff or clients to raise issues of concern about equal opportunities, and to make complaints about discrimination, harassment or bullying.

- i) AVVT operates within a set of agreed Equal Opportunities definitions, which can be found as an Appendix to this policy.

Addendum to the Equal Opportunities Policy

A. Race Equality Statement

It is our intention to make the promotion of Race Equality central to the way we work and to all areas of our work, including policy making, service delivery, regulation and enforcement and employment practice.

Strategy

The aims of our strategy will be to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups.

We will achieve these aims by: -

- Reviewing all policies and procedures in the light of the specific duties for colleges under the 1976 Race Relations Act
- Assessing the impact of the policies on groups of students and staff from different racial groups.
- Monitoring, by reference to those racial groups, the admission of, and progress of students and the recruitment and career progression of staff.
- Publish annually the results of the monitoring.

B. Special Educational Needs and Disabilities Act 2001 Statement of Intent (2002/3) [DDA]

It is our intention to ensure that disabled people have the same opportunities as non-disabled people to benefit from Education or other related provision.

We aim to achieve this assurance by:

- Creating reasonable adjustments to provision wherever possible to ensure that disabled people are not disadvantaged (September 2002).

Implementation of Race Equality and DDS Policy Statement

Positive action will be taken by targeting training and recruitment to encourage and support members from under-represented groups and to manage diversity issues appropriately.



Examples of actions which we may adopt will be:

- Providing more 'access' programmes to certain courses
 - Marketing our provision being inclusive to all
 - Provide diversity-awareness training for staff.
 - Encouraging all staff to attend appropriate courses.
 - Word, design and place job advertisements to encourage a range of applicants and not to exclude any protected characteristics.
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- Develop recruitment and training schemes to a range of staff and students and not to exclude any protected characteristics.
 - Train staff who lack qualifications or skills but show potential
 - Provide language and other forms of support for staff and students when requested.