

# The College of North East London

## Equal Opportunities Information

### 1. General

1.1 This College is committed to opposing discrimination on grounds of:

- ◆ Race, colour, age, gender, disability, social class, nationality, ethnic or national origins.
- ◆ Sexuality, HIV/AIDS, marital status, family responsibility, being unemployed or trade union activities.
- ◆ Religion, beliefs or political beliefs, unless in the exercising of those beliefs an individual offends the letter and spirit of the policy.

1.2 The College has formulated its own equal opportunities policy to combat discriminatory attitudes and practices whether these are expressed by individuals or through institutional practices. The College is committed to a programme of positive action to make this policy effective and to monitor its progress.

1.3 The aim of our policy is to prevent the forms of discrimination as previously stated at paragraph 1.1 and in particular to prevent racism, sexism, ageism and discrimination against people with disabilities.

### 2. Statement of Policy

2.1 The College will ensure that everyone who seeks education, training or employment, shall receive fair and equal treatment, and only relevant skills, ability, aptitudes and experience will be taken into account.

- ◆ Students and staff will have equal access to choices and opportunities for study, personal and professional development. The College will also promote positive action courses as permitted by law.
- ◆ The College will take positive action to promote choice, opportunity and progression for all staff and students in accordance with the law.
- ◆ The College will support its policy through the identification and allocation of adequate human, physical and financial resources.

2.2 The College has identified the major areas of College activity for application of this policy – namely Curriculum; Access; Staff Recruitment; Staff Selection; Staff Development; Marketing and Publicity; and Ethos. Each of these areas has a separate detailed statement of policy.