

CARFAX

COLLEGE

Accessibility, Equality and Diversity Policy for Pupils

N.B. This policy will be reviewed periodically to ensure compliance with changes in equality and diversity legislation.

1. Aims

- 1.1 This Policy for pupils is about promoting positive attitudes towards equality and diversity and to ensure that everyone working, living, and studying at Carfax College is treated fairly and with dignity and respect. This Policy aims to ensure that no prospective or existing pupil shall receive less favourable treatment on the grounds of age, race, colour, nationality, ethnic origins, disability, HIV status, sexual orientation, gender, marital or parental status, gender identity or re-assignment, religious belief or non-belief, political belief or social or economic class, pregnancy and maternity, or any other basis that cannot be shown to be properly justifiable.
- 1.2 The College will ensure that its policies, procedures, and practices comply with current equality legislation, including The Equality Act 2010.
- 1.3 This Policy sets out the College's work in support of equality in the key areas of current legislation and highlights existing equality policies and schemes.

2. Equality Areas

2.1 Age

- 2.1.1 The College celebrates and values the diversity of its pupils and aims to ensure that pupils of all ages are treated fairly and with dignity and respect.

2.2 Disability

- 2.2.1 The College celebrates and values the diversity of its pupils and aims to ensure that all pupils with disabilities are treated fairly and with dignity and respect.
- 2.2.2 It is the express policy of the College that every applicant is assessed principally on academic and pastoral grounds. Needs associated with disabilities are taken into consideration in parallel with academic assessment of applications and only influence offer decisions in the very small number of instances where the disability is such that it may not be possible for the applicant to follow their chosen programme of study.
- 2.2.3 In support of the work on disability equality the College has developed a Statement of Policies and Provision for Pupils with Special Educational Needs and Disabilities.

2.3 Gender Reassignment

2.3.1 The College celebrates and values the diversity of its pupils and aims to ensure that all transgender pupils are treated fairly and with dignity and respect.

2.4 Marriage and Civil Partnership

2.4.1 The Establishment aims to ensure that all pupils who are in a marriage or civil partnership are treated fairly and with dignity and respect. Civil partnership is recognised and reflected in College policies in accordance with the law.

2.5 Pregnancy and Maternity

2.5.1 The College aims to provide an environment where pupils are supported and treated fairly and with dignity and respect during pregnancy and maternity and whilst breastfeeding.

2.6 Race

2.6.1 The College celebrates and values the diversity of its pupils and aims to ensure that pupils of all races are treated fairly and with dignity and respect.

2.7 Religion and Belief and non-belief

2.7.1 The College does not, as an institution, have any religious affiliation or endorse any particular denomination or faith.

2.7.2 The College recognizes the commitment of individual pupils to pursue a spiritual or religious practice and actively supports their right to do so in an atmosphere of tolerance and respect.

2.7.3 The College further recognizes that there is a variety of obligations placed upon those following particular faiths. Where practicable, the College will aim to provide information and facilities and will seek to resolve clashes between academic activities and essential religious observances.

2.7.4 The College celebrates and values the diversity of its pupils and aims to ensure that pupils of any religion or none are treated fairly and with dignity and respect.

2.8 Sex (Gender)

2.8.1 The College celebrates and values the diversity of its pupils and aims to ensure that all pupils, regardless of gender, are treated fairly and with dignity and respect.

2.9 Sexual Orientation

- 2.9.1 The College celebrates and values the diversity of its pupils and aims to ensure that all lesbian, gay, and bisexual pupils are welcomed and are treated fairly and with dignity and respect.

3. College Functions

3.1 Pupil Admissions

- 3.1.1 The College is committed to excellence in admissions and aims to provide a professional and fair service for applicants.

- 3.1.2 The College aims not only to admit pupils who have the ability and motivation to benefit from the programmes which they intend to follow and who will make a contribution to College life, but also to ensure that no prospective or existing pupil is treated less favourably on any grounds stated in section 1 of this policy.

- 3.1.3 For further information see the College's Admissions Policy.

3.2 Widening participation

- 3.2.1 The College is committed to widening participation in education and is keen to see a socially and culturally diverse pupil population. The College aims to raise pupils' aspirations and encourage progression to further and higher education.

3.3 Teaching, learning, and assessment

- 3.3.1 The College values the diversity of backgrounds and experiences that pupils bring to the academic environment and is committed to meeting the needs of a diverse and changing pupil body. The College aims to ensure that all teaching, learning, and assessment strategies are equitable, undertaken with awareness of the different needs of pupils, and are directed towards the encouragement of academic and personal development.

3.4 Facilities and Services

- 3.4.1 The College endeavours to ensure that all facilities and services provided by or in association with the College are in accordance with the College's Accessibility, Equality and Diversity Policy for Pupils.

3.5 Pupil Support

- 3.5.1 The welfare of all pupils of the College is of the highest priority. The Welfare Officer in particular and the staff in general aims to secure the personal development, physical and mental well-being, and welfare of all pupils, supporting them in realizing their academic potential.

4. Harassment

- 4.1 The College aims to provide a stimulating and supportive environment for learning, teaching, and research which will enable pupils to fulfil their personal potential. All members of the Establishment community have an important role to play in creating an environment where harassment is unacceptable. Pupils experiencing harassment or bullying in any form can contact the Designated Safeguarding Lead or Welfare Officer, who offer a first point of contact to anyone experiencing harassment.
- 4.2 For further sources of help, support, and information on harassment and bullying see the Preventing Bullying Policy.

5. Complaints

- 5.1 Pupils who wish to make a complaint about an equality related matter should seek to do so in accordance with the College's complaints procedure. In the first instance, a pupil should seek resolution by taking the complaint to the member of the College most closely involved with the substance of the pupil's complaint.

6. Implementation and Responsibilities

- 6.1 The College seeks to ensure that, as far as is reasonably practicable, members of the College are informed of this Policy and any associated procedures. All members of the College are responsible for familiarizing themselves with this Policy and its implementation.