



BATH ACADEMY

Equal Opportunities Policy

The College affirms its commitment to the equal treatment of all human beings regardless of their sex, age, race, ethnic or national origins, colour, marital status, sexual orientation, family responsibility, physical and sensory disability, political or religious beliefs and activities, unless those activities are contrary to the policies of the College. It is firmly opposed to any form of discrimination, which can be shown to be either directly or indirectly based on these human attributes and values.

The College will, therefore, as an employer operate an equal opportunities policy in the recruitment, selection, appraisal, training and promotion of staff at all levels. Selection criteria and procedures will be monitored and reviewed to ensure that individuals are recruited and selected on the basis of their relevant merits and abilities by ways that can be shown are not indirectly discriminatory as defined in the Sex and Race Discrimination Acts. All employees will be afforded the opportunity to undertake training appropriate to their present posts and future aspirations.

The College will, therefore, as a provider of educational services offer equal opportunities for access to its courses within its Admissions Policy and pursue positive recruitment policies to ensure maximum open access. Selection criteria and procedures will be monitored and reviewed to ensure that students are recruited on the basis of their relevant merits and abilities. Student progress and achievement will similarly depend on their relevant merits and abilities and will be subject to monitoring and review to ensure that discrimination is not occurring.

The College will take all appropriate disciplinary or legal action to protect staff and students from any discriminatory behaviour, verbal or physical, by any individual or groups from within or outside the institution.

Reviewed June 2016
Next review June 2017