

POLICIES

# EQUAL OPPORTUNITIES POLICY

2024-2025

The Vogue College is committed to the elimination of unlawful discrimination and to the promotion of equality of opportunity, for students and prospective students, in all its functions:

- Access and recruitment
- Admissions and retention
- Assessments and progression
- Provision of student services and related facilities
- Teaching, learning, examining, curriculum development and quality assurance
- Community links and partnerships

The aim of the policy is to ensure that all students and prospective students are treated equally, irrespective of race, colour, nationality, ethnic origin, gender, sexual orientation, marital or parental status, age, disability, political or religious belief or socio-economic class or spent criminal convictions.

The College's Equal Opportunities Policy relating to students is augmented by specific policies on non-discrimination and the support of students with disabilities.

The Equal Opportunities Policy operates within the context of relevant equalities legislation.

## STUDENTS WILL:

- Respect the College's Equal Opportunities Policy and practices in their dealings with members of the College community.
- Behave in a way which reflects and appreciates the diversity of the College community.

The College is committed to a continuing programme of action to make these policies effective. Breaches of this policy by students or staff will be fairly investigated and appropriate action will be taken. All disciplinary procedures will be fair, consistent and monitored.

## COMPLAINTS, DISCIPLINARY & APPEALS PROCEDURE

Any student who alleges that they have been the subject of discrimination or harassment has recourse to the College's harassment or complaints procedures for students. Advice may be obtained from the Registrar.

## MONITORING, ASSESSMENT & REVIEW

The College will monitor, assess and review the effectiveness of the Equal Opportunities Policy and the impact of all other relevant policies and practices on students.