

POLICY STATEMENT



DISABILITY EQUALITY POLICY STATEMENT

College Mission Statement

'To serve the community through world class, high quality education and training, and the pursuit of excellence in all that we do'

1. Equality and diversity principles and commitments

1.1 The Bournemouth and Poole College is committed to the principles of Equality and Diversity for everyone. This commitment underpins and impacts on every area of activity and influences how the College works and what it does. The College is opposed to any form of discrimination. It commits itself to the redress of any inequalities by taking positive action wherever appropriate.

2. Scope of the policy

This Disability Equality Policy applies to current and prospective students and staff and is supported by the Disability Equality Scheme and action plan (available from December 06).

3. Aims of the Disability Equality Policy

3.1 The Disability Equality Policy aims to provide the framework and context for the Disability Equality Scheme through formal statement of the College's commitment to:

- Actively promoting equality of opportunity for current and prospective College students and staff who have disabilities
- Actively encouraging involvement of current and prospective College students and staff who have disabilities in policy and decision making to remove barriers to access, achievement and progression
- Valuing the diversity and differences of everyone who works and studies at the College, and using this diversity to enrich the learning and work experience
- Meeting individual needs in ways that make everyone feel valued and respected in order that they can fulfil their potential
- Striving to provide an outstanding learning experience for every student
- Continuing the process of inclusive learning and creating an environment free from discrimination, harassment or victimisation

3.2 The College views meeting the spirit and the letter of the DDA as central to its mission, and aims to respond positively to its duties in this respect. The College has the following duties under the Act -

General duty to give due regard to

- eliminate unlawful discrimination and
- eliminate disability related harassment and
- promote equality of opportunity between disabled persons and other persons and
- take steps to take account of disabled persons disabilities **even where that involves treating disabled persons more favourably than other persons** and
- promote positive attitudes towards disabled persons and

- encourage participation by disabled persons in public life

Specific duties

- Publish a Disability Equality Scheme by Dec 06
- Prepare and regularly review an action plan that sets out the steps to fulfil the new duties
- Review, revise and publish the Scheme every three years

3.3 The College commitment to disability equality will be evidenced by fully meeting the requirements of the Disability Discrimination Act (DDA) 1995 and Disability Equality Duty (2006) through active management of the Disability Equality Scheme and action plan.

4. Implementation of the policy

4.1 The College will manage implementation of this policy through the Disability Equality Scheme and Disability Equality action plan. The action plan will be managed through the Disability Task Group, which will report progress quarterly to the College Equality and Diversity Forum.

4.2 The Board is represented at the forum by a member of the Corporation, and the Board to the Corporation receives a full report on equality and diversity on an annual basis.

5. General

This policy should be read in conjunction with the Disability Equality Scheme and action plan, and the College Equality and Diversity policy (CO8)

Signed:..... (Bernard Vaughan) **Date:** 20 July 2006

Designation: Chair to the Board of the Corporation

Policy ref/version number CO2/V2

This policy is to be reviewed by Equality Forum by September 2009.