

Equal Opportunities Statement

Hugh Baird College wants you to know that you have the right to be treated with respect and dignity during your time with us. To achieve this, we will work to make sure that you will not be treated any less favourably because of your:

- age race, colour, nationality, ethnic background or creed;
- gender;
- religion;
- disability;
- sexual orientation;
- parental or marital status.

We aim to do this by:

- welcoming your application, and ensuring that, before you start, we make arrangements to meet your individual needs;
- offering fair advice on your choice of course based on your academic potential;
- constantly upgrading our

buildings and equipment to improve access;

- working with our local community to help us raise awareness of our responsibilities, taking advice from representative groups and individuals on the services we offer;
- making sure that we offer the broadest range of courses possible, so that you can make the very best choices in your learning;
- training and updating our staff through induction and staff development and through our teacher-training programmes;
- informing you, during Induction, of your rights and responsibilities.

To show that we take this statement seriously, we will:

- review our Disability Statement every year, to show the facilities and services we offer to our students who may have a learning difficulty or disability;
- publicise our commitment in all of our marketing materials;
- review our course materials in order to make sure that they are fair;
- listen to you, through student committees and the student questionnaires, to get your

views and act on them;

- challenge all reported incidents of discrimination and harassment to give all staff, students and visitors a clear message of zero tolerance of discriminatory behaviour;
- check that all employers offering work placements accept our policy and do not operate against it.

To check that the statement is followed, the College will:

- have a clear Complaints Procedure that allows you to have an investigation of treatment that you believe to be unfair;
- provide help from staff if you need to make a complaint;
- have an Equal Opportunities Committee that takes the College forward by planning and monitoring our progress, making things fairer for all of our students.

This Equal Opportunities Statement has been derived from the College's Equal Opportunities Policy, a copy of which may be obtained from the Student Advice Centre.



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The College is committed to Equal Opportunities

Hugh Baird
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