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## **FAIR ACCESS AND SUPPORT POLICY**

### **1 INTRODUCTION**

- 1.1 The College is committed to providing inclusive opportunities in education to all students in line with current equalities legislation. This policy provides a statement of student expectation for an open and accessible educational experience.
- 1.2 The General policy and its related Policies and Procedures apply to all College staff and students.

### **2 SCOPE**

- 2.1 The purpose of this general policy is to ensure that the College experience is fully accessible. It actively seeks to support all students regardless of race, disability, gender, religion, sexual orientation and age, aiming to provide services that exceed the requirements of current legislation.

### **3 KEY PRINCIPLESi**

The College will:

- 3.1 Ensure that college publicity materials are accessible in terms of font, format and content, and language where practical and proactively seek to assure prospective students that the College welcomes diversity.
- 3.2 Develop appropriate learning opportunities within welcoming environments that encourage participation and motivate students.
- 3.3 Ensure students have access to high quality learning and teaching materials that reflect the current diversity and multicultural nature of society.
- 3.4 Employ a motivated and trained staff team, committed to the College's inclusion agenda, who are equipped to deal with the diverse nature of potential students through relevant experience and appropriate staff development opportunities.
- 3.5 Provide learner support services that assist learners in identifying an appropriate course of study with achievable goals and thus meeting their full potential.

- 3.6 Provide the most appropriate assessment and support within the available resources.
- 3.7 Work with other appropriate agencies and stakeholders to:
  - identify and systematically remove potential barriers to education; and
  - actively increase the opportunities for all learners.

#### **4 LINES OF RESPONSIBILITY**

- 4.1 The Edinburgh College Senior Management has overall responsibility for this policy and should maintain a high profile for this policy and ensure its active promotion.
- 4.2 It is the responsibility of the Head of Student Services to ensure the provision of accessible Student Support Services.
- 4.3 It is the responsibility of the Head of Quality and Equalities to ensure that throughout the College all staff assist in promoting equality of opportunity and an inclusive learning environment, especially in the areas of learner recruitment and course support, through:
  - leading by example; and
  - pro-actively seeking to identify and remove, barriers to learning or discriminatory practices.
- 4.4 It is the responsibility of all Students to conduct themselves in a manner that demonstrates respect for the diversity of the College community.
- 4.5 The Head of Quality and Equalities will approval check the policy and arrange for the policy to be published.

#### **5 SPECIFIC POLICIES/RELATED DOCUMENTS**

- 5.1 Safeguarding Policy
- 5.2 Guidance Entitlement Policy and Procedures
- 5.3 Learner Support Policy and Procedures

#### **6 DIRECTLY RELATED LEGISLATION**

- 6.1 Disability Discrimination Act (DDA) 1995
- 6.2 DDA amendment, The Special Educational needs and Disability Act 2001
- 6.3 Disability Discrimination Act 2005
- 6.4 Race Relations Act (RRA) 1976
- 6.5 Race Relations (Amendment) Act (RRAA) 2000
- 6.6 Education (Additional Support of Learning) (Scotland) Act 2004

- 6.7 Human Rights Act 1998
- 6.8 Sex Discrimination Act 1975
- 6.9 Employment Equality (Religion and Belief) Regulations 2003
- 6.10 Employment Equality (Sexual Orientation) Regulations 2003
- 6.11 Gender Equality Legislation 2006 (from April 2007)
- 6.12 Age Discrimination Act 2006 (from October 2006)
- 6.13 Protection of Children (Scotland) Act 2003
- 6.14 Equalities Act 2010

## **7 EFFECTIVE DATE**

- 7.1 This Policy and its supporting Procedures become effective from 26 November 2012 and supersede all previous policies and procedures relating to Fair Access and Support.

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Julie McCran, Vice Principal Customer & Student Experience

**Date:**    /    /

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<sup>i</sup> The college is an equal opportunities organisation and aims to reflect the diversity of British Society. We welcome and support staff, students and visitors irrespective of age, disability, gender re-assignment, marital or civil partner status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.