

Equal Opportunities Policy

General Principle

Red2Green wholeheartedly supports the provision of equal opportunities as the principle which underpins the ethos of the charity.

We strive to enable all students to gain access to and succeed at the best in educational provision regardless of age, social and cultural background, colour, gender, disability, employment status, ethnic origin, nationality, political or religious belief or sexual orientation.

The Environment

Red2Green will create an environment in which all students are equally valued and have an equal opportunity to develop their potential.

Specifically we will:

- Encourage an atmosphere of mutual respect and trust in which positive attitudes to gender, equality, cultural diversity, and special needs of all kinds are actively promoted.
- Further all students' sense of self worth and security.
- Make our establishments a safe and welcoming place for all.
- Provide an environment in which racist and sexual assumptions, behaviour and attitudes are challenged.
- Aim to provide a physical environment which ensures that nobody is denied access.
- Make students and staff aware of the Equal Opportunities Policy and work towards developing in them a critical awareness of how inequality is perpetuated.
- Provide access to the full curriculum regardless of physical, sensory, intellectual, emotional or behavioural difficulties or gender, age, social and cultural background, religion or ethnic origin.
- Assist access by the development of appropriate learning resources and teaching and assessment styles.
- Actively promote the integration of people with special needs into the mainstream learning environment.

The Policy in Practice

Red2Green will:

- Make all members aware of the Equal Opportunities Policy, and provide specific guidance where appropriate.
- Develop recruitment procedures, which ensure that no applicant receives unfavourable treatment on the grounds outlined in the policy.
- Put in place a formal procedure for dealing with any form of harassment, intimidation or discrimination.
- Make training available for staff to assist them in meeting the needs of students with difficulties or disabilities.
- Collect, monitor and publish data on the gender, ethnicity, age and disability status of the members.
- Ensure that the marketing of courses is done in such a way that open access is enhanced.
- Provide opportunities for, and access to, guidance, so that all students are aware of progression pathways.
- Implement an appropriate mechanism whereby students' views can be canvassed and recognised.
- Monitor and evaluate the Equal Opportunities Policy and make reports to the management team.