



CAMBRIDGE
SCHOOL OF
VISUAL &
PERFORMING
ARTS

Equality and Diversity Policy

Next Review Date	May 2021
Key Staff	Operations Manager, Curriculum Office, Student Communications, College Nurses, Teachers, ALS Co-ordinator, Activities Manager
Lead for Review	Principal/Rector

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Objectives

This policy reflects our belief in a cultural diversity that embraces individuals and promotes community spirit. By creating a working, learning and social environment in which students can utilise their skills and talents to the full without fear of prejudice or harassment, we aim to create a culture where everyone can reach their fullest potential.

CATS College Cambridge/CSVPA will take active steps to fulfil our responsibilities and promote good practice through our commitment to:

- Provide a welcoming atmosphere where each individual feels valued and can flourish.
- Ensure compliance with the Equality Act 2010 and the Special Educational Needs and Disability Act 2001 (SENDA).
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it
- Ensure that all staff are aware of our need to make reasonable adjustments for students with disabilities

Protected Characteristics

In the provision of equal opportunities, the Colleges recognise and accept responsibility under the law and opposes discrimination based on:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- gender
- sexual orientation

Staff Responsibilities and Awareness

- As required under SENDA 2001, all staff will receive information and guidance on provision for disabled students, as it is recognised that those students may be found in any area of the College.
- Staff are required to set a good example by treating all students and staff with dignity and respect and challenging unacceptable behaviour.
- Senior staff are required to ensure all staff and students are aware of this Policy and know how to report discrimination, harassment or bullying, and that reporting incidents does not result in victimisation.

Staff Recruitment and Employment

The Colleges' recruitment process ensures that applicants for posts are shortlisted on the basis of how their qualifications and experience match the person specification for the job.

The Colleges recognise that some disabled people will need adjustments made in order for them to do the job. We will look at what changes could be made to the workplace or to the way work is done and make any changes that are reasonable.

All employees will have equal opportunities during recruitment and employment. CATS/CSVPA expects all employees to promote equality in the workplace and ensure that practices and procedures comply with this policy and do not result in unequal treatment.

Further details can be found in our staff 'Equality and Diversity Policy' and 'Dignity at Work Policy'.

Student Recruitment and Experience

The Colleges have an inclusive Admissions Policy. All students applying for a place at the Colleges will undergo the standard admissions procedure; offers of a place will be made on the basis laid down in the Admissions Policy, irrespective of their sex, gender reassignment, race, disability, sexual orientation, pregnancy or maternity, religion or belief, or special educational needs.

When planning educational and other activities outside the school day, staff organising the events will carefully consider the types of activity and the adjustments that can be made so that disabled colleagues and students can take part fully.

The staff will regularly review the provision it makes for disabled staff and students and strive to continuously improve the facilities available.

In accordance with the Special Educational Needs & Disability Act 2001 and the Equality Act 2010 CATS College Cambridge/CSVPA recognises its responsibilities to its staff, in respect of provisions covering disability discrimination, and actively encourages all students with learning difficulties and/or disabilities.

Disability Disclosures

The Colleges are committed to inclusive practices and will make any necessary and reasonable adjustments to accommodate students. We welcome students with disabilities, long-term medical conditions or special educational needs providing that we can offer them the support that they require and/or provided that our site is appropriate for them. However, the chosen College must be made aware of any special educational needs or other disabilities or needs as early as possible in the application process so we can ensure that we can support the student.

As international colleges, we are aware of cultural differences and sensitivities in recognising certain conditions and needs which may not be openly recognised in a student's home country or culture. We may need to assess or re-assess a student on arrival or later if we have reasonable concerns.

If following the offer of the place it is discovered that the College has not received full disclosure of information relating to the disability and the College is not able to make reasonable adjustments for those disabilities, then the College may withdraw the offer of a place, or ask the parents to withdraw a student who is already studying.

The Colleges will have due regard to any request by a parent or student to treat the nature or existence of a person's disability as confidential.

Academic and Curriculum Support

- Any student with a disability, who, after an assessment by members of the Special Educational Needs staff, is thought to need the assistance of a facilitator, is supplied with one.
- All aspects of teaching are sensitive to, and promote, equality and diversity, including language used, timetabling, delivery methods, materials, group organisation and activities.
- Teaching and learning materials and delivery methods avoid stereotypes and bias, and promote the rich cultural diversity of the student body.

Examination Arrangements

Students who require special arrangements, additional support or extra time during examinations make this request to their Tutor who should then contact the SENCO, who will make the necessary arrangements through the Exam Office.

Staff training

All members of the Support Team are trained to teach pupils with learning difficulties and/or disabilities. Most Support Assistants have or are working towards a recognised Learning Support Assistant qualification. Staff receive basic specialist training e.g. for hearing impaired pupils. All staff have received staff development in relation to SENDA 2001, through compulsory sessions on staff development days, ad hoc workshops and attendance at external conferences.

Related Policies

Students

- Admissions Policy
- Anti-bullying Policy
- Safeguarding Policy
- Student Behaviour Policy
- Disability Access & Accessibility Plan
- Additional Learning Support (ALS)
- Personal Development Policy
- Transgender Policy

Staff

- Equality and Diversity Policy
- Dignity at Work Policy