

Equal Opportunities

Equal Opportunities is integral to every aspect of teaching and learning within the School of Education. The School's commitment to lifelong learning and widening participation is confirmed within its Mission Statement and Strategic Plan and aims to support the diversity of students and their needs.

General Policy Statement

The School affirms its belief in the entitlement of all human beings to equitable treatment, and aims to be open and transparent in ensuring fairness of application of its policy and procedures.

Implementation

The School aims to support the effective implementation of its Equal Opportunities Policy by creating an environment free from harassment and to promote a positive culture and ethos which seeks to eliminate discrimination.

Equal Opportunities Committee

The Equal Opportunities Committee reports to the School Committee and normally meets once a term, with an option to call a second meeting as appropriate. The Committee's membership is comprised as follows:

- Convenor (Chair)
- Student Welfare Officer(s)

Plus representation from

Students

- Undergraduate, primary and secondary PGCE, CPD, Research and International groups (6)

Staff

- Each of the academic divisions (6)
- Support/ Administrative Staff (3)

In addition, up to five co-opted members may be appointed to ensure balanced representation.

Equal Opportunities Committee Terms of Reference

- To provide a forum to raise and discuss issues of equality of opportunity within the School.
- To support and promote good practice amongst staff and students to help create an environment free from harassment and discrimination.
- To be proactive in identifying support mechanisms for staff and students during their time with the School
- To help ensure openness, transparency and fairness of application in the implementation of University and School policy/procedure
- To advise on a programme of training and staff development to help raise awareness of equal opportunities issues.

- To develop clear and accessible systems for the dissemination of information through the School intranet and advisory documentation.
- To receive reports on equal opportunities legislation and issues relating specifically to the HE sector and make recommendations to School Committee as appropriate.
- To advise School Committee on the implementation, monitoring and review of the School's Equal Opportunities policy and to provide an annual report.

Equal Opportunities in Practice

University policies and procedures are also available on the website.

Harassment:

<http://www.personnel.bham.ac.uk/polandproc/harassment%20index.htm>

Disability:

<http://www.sscs.bham.ac.uk/disability/>

Legislation, Codes of Practice and other Guidance:

<http://www.ppd.bham.ac.uk/policy/legislation/index.htm>

Mission Statement:

<http://www.about.bham.ac.uk/mission.htm>

Race Equality:

<http://www.personnel.bham.ac.uk/polandproc/raceequality.htm>