

Equal Opportunities

The following UWL policies apply to all across students.

The UWL Policy Statement on Equal Opportunities

1. It is the policy of the University of Wales Lampeter to provide equality of opportunities for all applicants for employment, for all employees, for all students and for all applicants for admission to courses. This commitment is based upon the legal responsibilities arising from such legislation as the Equal Pay Act 1970, the Sex Discrimination Act 1975, the Race Relations Act 1976, the Disability Discrimination Act 1995, the Protection from Harassment Act 1997 and the Employment Rights Act 1999, as amended from time to time.
2. The policy of equal opportunities will apply regardless of race, colour, creed, nationality, ethnic or national origin, age, sex, sexual orientation (heterosexuality/homosexuality), marital or parental status, family circumstances, physical or mental disability, political or religious belief or socio-economic group. Discrimination, whether direct or indirect, based on any of the above is outlawed.
3. The University commits itself in particular to:
 - ensure that all policies and procedures reflect the University's commitment to equal opportunities;
 - welcome and value diversity in its staff and students;
 - respond constructively to its responsibilities within the developing British and European legal framework;
 - integrate equal opportunities into its strategic planning process;
 - encourage an ethos of fairness, courtesy and respect that embraces all members of the University, clients, visitors, contractors and the communities which the University serves;
 - create an environment which is safe, accessible, caring and welcoming, and an atmosphere of learning which is tolerant of and respects differences and encourages all members of the University to explore and value diversity;
 - work constructively with appropriately recognised organisations, for example, the Students' Union and the recognised Trade Unions, to ensure the effective implementation of this policy;
 - ensure that all members of staff are trained and promoted on the basis of their abilities and the requirements of the job and are employed and retained in a non-discriminatory manner;
 - ensure fair treatment for:
 - a) all students in teaching, access to learning opportunities and assessment;
 - b) everyone who is entitled to use any of the University's services and facilities;
 - c) individuals seeking redress through the University's complaints and grievance procedures;

- develop opportunities in, and approaches to, education and employment that take into account patterns of under-representation with a view to encouraging, where possible, greater diversity within the University community;
 - offer staff and students opportunities to develop knowledge, skills and approaches to meet their personal responsibilities;
 - monitor and review regularly the operation of this policy.
4. Positive action is a method of addressing the effects of discrimination which may have resulted in certain disadvantaged groups being unable to compete on equal terms with others in society. The University will periodically review the operation of its employment policies and will, where appropriate, consider programmes of action to help overcome the barriers to equality.

Application of the Equal Opportunities Principles to Students and Educational Provision

Admissions

1. The key selection criterion for admissions to the University is the ability of the applicant to complete his or her chosen course or scheme.
2. The Senate is responsible for ensuring that admission criteria and procedures enable applicants from all educational backgrounds to demonstrate their academic potential.
3. No applicant will be treated less favourably on those grounds listed above, or any other unreasonable grounds.
4. The Senate will ensure that all schemes monitor statistically the admissions cycle to ensure fair treatment, that patterns of under-representation are explored and that every reasonable effort is made to develop appropriate strategies to address these patterns of under-representation.
5. Information about admission criteria and procedures and analyses of monitoring data will be integral to all annual monitoring reports. The University welcomes applications from people with disabilities.
6. The university will
 - develop marketing and recruitment strategies based on a sound understanding of the diverse information needs of applicants and students;
 - ensure that publicity material, events and information services are relevant and accessible to all applicants; ensure that publicity material, events and information services communicate effectively the University's commitment to equal opportunities.
 - pay particular attention to language, wording, images, content and format.

Educational Provision

7. As part of its mission, the University will:
 - seek to facilitate participation in Higher Education and widening access by further developing its range of provision;
 - encourage flexibility in modes of attendance and timetabling to remove barriers to study;
 - encourage the accreditation of prior learning and credit accumulation and transfer schemes;
 - continue to support the provision of appropriate national guidance and validation mechanisms, for example, National Vocational Qualifications (NVQs);
 - where appropriate, support initiatives, including access both to internal and to external funding, to develop provision for groups historically and currently under represented in Higher Education and/or in occupational groups.
8. The University recognises the importance of the development of the individual through the educational process and the role of the curriculum in ensuring that this development is fulfilled.
9. The University seeks to promote equality of opportunity through attention to course content and perspectives; approaches to teaching and learning and through its choice of assessment methods.
10. The University will develop guidelines to promote fair treatment of students on placements and other off-site activities which are recognised by the University.
11. The University will develop its management systems to facilitate the monitoring, by factors such as age, disability, educational qualifications, ethnicity and sex, of its students' profile and patterns of progression, discontinuation, achievements and destinations.
12. Analyses of this data will be integral to annual monitoring reports and quality assurance systems.

Grievance and Disciplinary Procedures

13. Any applicant to a course or any student who alleges that he or she has been the subject of discrimination on grounds of race, colour, ethnic origin, sex, marital or parental status, or disability, the University or one of its members of staff may invoke the University's grievance and complaints procedures. Where necessary, advice about procedural matters may be obtained from the Academic Registrar's Office.
14. In appropriate cases, the University will utilise the disciplinary procedure.