

Community Creative

Community Creative Ltd, 171 Longfellow Road, Coventry CV2 5HN
Telephone: 0845 367 0880 Fax: 024 7601 0333

Equal Opportunities and Diversity Policy

Community Creative values the diversity of its learners and employees and is committed to equality of opportunity for all.

Community Creative aims to comply with the requirements of equal opportunities legislation. to eliminate discrimination or other unfair treatment against any of its staff, potential staff or users of its services. This is regardless of age, ethnicity, gender, marital status, family circumstances and responsibility for dependants, physical ability, race, religious beliefs, sexual orientation or offending background that does not create risk to children and vulnerable adults.

Subject to the overriding consideration of protecting children and vulnerable people, we will make every effort to prevent unfair discrimination against those with criminal records.

Marketing and Access to Learning

Publicity and learner recruitment procedures will be designed to encourage applications from all sections of the community and from all levels of ability.

Community Creative will ensure that admission procedures are user friendly and avoid unnecessary barriers to access for intending learners.

Community Creative will respond to learning needs and will encourage widening participation from under represented, disadvantaged or excluded groups.

Equal opportunities data will be collected, analysed and used to inform the planning and decision-making process of our Admissions and Marketing policies.

The Learning Environment

Community Creative is committed to the development of learning environments that are welcoming and safe for all learners.

Community Creative will continue to develop its facilities and accommodation to improve access for people with learning difficulties or disabilities.

Teaching and Learning

Community Creative will ensure that course delivery is free from bias, stereotyping and discrimination.

Learners will be encouraged to explore issues of equal opportunities and diversity where such an opportunity exists within the curriculum.

Awareness raising of equality and diversity issues will be a part of the general induction programme for new students.

Dated 1st June 2009

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Within its available resources, Community Creative will ensure that learners with learning difficulties and/or disabilities receive appropriate additional support to meet individual learner needs.

Course design and delivery will be regularly reviewed to meet the various learning needs and styles of learners and to improve access to learning.

The views and perceptions of learners are included in the process of curriculum review and self-assessment and also curriculum development.

Staff

Community Creative aims to employ a workforce that reflects the community it serves.

Community Creative will treat all employees with respect and dignity and seek to provide a working environment free from harassment, discrimination and victimisation. Community Creative will not tolerate any form of discriminatory behaviour against its employees, either from other employees, learners or members of the public.

Staff recruitment and selection procedures will be open, consistently applied and free from bias, stereotyping and discrimination.

Dated 1st June 2009