



Equal Opportunity Policy and Non-Discrimination

European College of Law (ECL) equal opportunity policy is for:

- i) Recruitment, selection, education and assessment of learners, and
- ii) Recruitment, selection, training, appraisal, development and promotion of staff.

The only consideration must be that the individual meets, or is likely to meet the requirements of the programme and/or the post.

The ECL is committed to ensuring all staffs - whether temporary or permanent, full time or part time, and regardless of race, disability, gender, gender reassignment, pregnancy and maternity, religion or belief, marriage or civil partnership, sexual orientation or age (protected characteristics for the purposes of the Equality Act 2010) or any other unlawful reason - be treated fairly and are offered access to opportunities on an equitable basis. The college is committed to avoiding unlawful discrimination and will not tolerate harassment, victimisation or discrimination. The remit of this policy extends to - but is not limited to - recruitment, training, rewards, benefits, promotion and development.

What is meant by 'Equal Opportunity', non discrimination?

Factors such as sex, sexual orientation, marital or civil partnership status, ethnic origin, race, religion, colour, nationality, political beliefs, gender reassignment, pregnancy and maternity, disability and age should not be taken into account for the purposes of:

- Staff Recruitment, appointment, training, appraisal, promotion, discipline etc.
- Students Application to and acceptance on to a course of study, provide facilities and Awards, as well as assessment of academic performance.

Our Commitment:

We will:

- Provide equal opportunity training to all staffs, who are likely to be involved in recruitment, promotions or pay discussions or involved in other decisions where equal opportunity issues are likely to arise.
- Make available to all employees, and others engaged in work at the college, training to help them to understand their rights and obligations.
- Provide coaching to managers to deal with complaints of bullying and harassment.
- Train employees to avoid discrimination.

- Treat all complaints seriously, and in the strictest confidence, (you must not be treated differently if you raise a grievance.)
- Make sure that we attend and apply the relevant training for your role
- Try to resolve any issues informally first.
- Keep the detail of any complaint confidential.

Responsibility

The European College of Law has adopted this equal opportunities policy, and takes responsibility for monitoring its implementation and reviewing its effectiveness.

» The Principal has ultimate responsibility for the effective development and implementation of the equal opportunities policy.

» The Director of Studies has overall delegated responsibility for co-ordinating the Day-to-day operation of the policy and the development, maintenance and monitoring of supporting procedures.

» Course Leaders and other staff are responsible for pursuing the implementation of the policy in relation to activities of their departments or services.

» Students, staff, visitors and others associated with the European College of Law have responsibility to ensure that their actions comply with both the requirements and the spirit of the policy.

Implementation

The European College of Law, through an equal opportunities working group (staffs and committees), will produce and maintain a plan for the implementation of this policy, specifying what is to be done, when and by whom, and taking into account the financial and other constraints within which the European College of Law operates.

Codes of practice, equal opportunities policies for particular areas of the European College of Law and appropriate procedures already exist. These will continue to be developed and added to, in order to promote good practice in all aspects of the European College of Law's work. In addition, the policy on the Protection of Dignity at Work and Study aims to provide an environment where harassment is unacceptable and provides a Network of Harassment Advisors to support and advice those who feel they are or have been subjected to harassment.

Training and support will be provided to members of the European College of Law community to help the discharge their responsibilities for the implementation of the Equal Opportunities Policy.

Training

The college will provide training in equal opportunities to those involved in recruitment or other decision making where equal opportunities issues are likely to arise.

Consequences of breaching this policy

Acts of discrimination will be dealt with under the college's Disciplinary Procedure.

Discrimination may constitute gross misconduct and could lead to dismissal without notice or pay in lieu of notice.