

# EQUALITY, DIVERSITY AND INCLUSIVITY (EDI) STATEMENT 2020

## Introduction

The College of Animal Welfare is committed to a comprehensive policy of equality, diversity and inclusion for students and prospective students in its admissions policy, in all aspects of its teaching and examining, and in its provision of student services and related facilities.

The College will ensure that all students are treated equally, irrespective of race, colour, nationality, ethnic origin, gender, sexual orientation, marital or parental status, age, disability, political or religious belief, or socio-economic class.

The College's Equality, Diversity and Inclusivity Policy relating to students is augmented by the Bullying/Harassment Statement and Disability and Neurodiversity Statement.

The College is committed to a programme of continuous review and action to ensure that these policies remain effective.

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## **Access and Participation**

All reasonable measures will be taken to make the College accessible to all learners.

The College will create an environment in which learners feel safe, comfortable, recognised and valued.

The College will recognise and develop the diversity of skills and talents of both learners and staff.

Learners will receive a positive welcome from the first point of contact.

The College's commitment to the equality of opportunity will be central in all publications.

Organisations acting as placement or training providers will be informed and expected to observe the Equality, Diversity and Inclusivity Policy

Population data and learner statistics will be used to inform planning and to identify opportunities to assist those who are under-represented or excluded, for whatever reason.

The College of Animal Welfare employees will liaise with specialist organisations and community groups to encourage participation from underrepresented groups.

## **Learning Programme**

The College will reflect the needs and diversity of the community it serves.

Educational information, advice and guidance will be available to all learners.

Resource materials used to deliver the learning programmes will be free from any discriminatory images and language.

The integration of all learners will be encouraged, and individual learning support will be offered, where available.

## **Discriminatory Behaviour**

The College will not tolerate any discriminatory behaviour, whether intentional or unintentional.

Incidents of discriminatory behaviour are a serious matter and will be dealt with appropriately.

Information relating to these procedures will be displayed in our centres and referred to in the Bullying/Harassment Statement.

### **Employee Responsibility**

Employees will be made aware of their responsibilities for implementing the Equality, Diversity and Inclusivity Policy.

Employees will be encouraged to participate in training related to the effective implementation of the Equality, Diversity and Inclusivity Policy.

### **Monitoring and Evaluation**

Monitoring and evaluation of the Equality, Diversity and Inclusivity Policy will be the responsibility of the Vice Principal.

Equality, diversity and inclusivity will be a regular agenda item at all teaching and management meetings.

Existing provision will be continually reviewed to assess how it reflects the needs of particular groups.

### **Complaints**

Complaints from learners should be referred to the Vice Principal of Quality  
Karen Davidson [kdavidson@caw.ac.uk](mailto:kdavidson@caw.ac.uk)

Receipt of a complaint will be acknowledged within ten working days and the complainant informed of the outcome within 21 working days.

Records of complaints and action taken will be held in a complaints file.

### **Review**

The Senior Management and Employer Forum will report annually on the effectiveness of the Equality, Diversity and Inclusivity Policy.

Any areas for improvement will be highlighted in our Self-Assessment Report and appropriate action implemented in the Quality Improvement Plan.

Thank you for choosing The College of Animal Welfare

**Barbara Cooper**

*HonAssoc RCVS CertEd LicIPD DTM RVN*

*Principal, The College of Animal Welfare*