Union Theological College

Equality, Diversity and Inclusion Policy

Student Equality, Diversity and Inclusion Policy

1. Aim

The aim of this policy is to:

- Communicate Union Theological College's commitment to Equal Opportunities and good relations;
- Promote respect, equality and diversity within the College;
- Provide a mechanism for dealing with unfair or discriminatory treatment of students; and;
- Provide a mechanism for dealing with a breach of this policy.

Every student has the right to respect for their own background and culture but equally has a duty to respect that of others.

2. Mission Statement

Union Theological College (UTC) welcomes students from all backgrounds to study Christian Theology in a community of faith and research-led scholarship to prepare them for life, work and service in both local and global contexts.

3. Commitment

The College is committed to the elimination of unlawful discrimination and to the promotion of equal opportunities for all students, irrespective of age, ethnic origin, gender, marital status, religious belief, sexual orientation, political opinion or whether or not you have a disability or dependents. In our policies and practices the College will seek to provide a learning environment in which each individual is treated with respect and is encouraged to fulfil their potential.
The College will seek to promote equality of opportunity across all our functions namely:

- Access and recruitment
- Admissions and retention
- Progression and Achievement
- Provision of student services and related facilities
- Teaching, learning, examining, curriculum development and quality assurance
- Community links and partnerships

Every student will be treated with respect and dignity and every student will be expected to treat staff and other member of the College community with respect and dignity.

4. Recruitment

Eligibility criteria for each programme will be clearly and publicly stated and adhered to for the purposes of selection, and applicants may ask for the reasons why their application was unsuccessful.

5. Student Complaint and Disciplinary Policies

Any student who believes that they have been the object of discrimination or harassment has recourse to the College's complaints procedures for students.
Complaints of unfair discrimination or harassment by any member of the College, student or staff will be treated seriously and may be dealt with under the appropriate Complaint and Disciplinary Procedures.[1]
The College requires students to behave in a fair and non-discriminatory manner. Any actions not in keeping with this may be investigated. All investigations will be fair and if disciplinary measures are required under the Disciplinary Policy, these too will be applied fairly and in a consistent manner.

6. Monitoring

The College will monitor the effectiveness of this policy and all relevant policies and procedures on students.

7. Implementation

The Faculty of UTC is responsible for ensuring that the policy is implemented throughout the College. It is also Faculty's responsibility to ensure that the policy is communicated to all students and staff.
All line managers in the College are responsible for ensuring that all their members of staff are aware of the policy on equal opportunity for prospective students and current students and that the policy is implemented.
All staff employed in the College have a responsibility to accept personal involvement in the application of this Policy and to take appropriate action when they witness behaviour or language which is not in keeping with this Policy.

8. Review

This Policy will be reviewed within three years of the date of approval by the UTC Faculty.
Approved by Faculty on 29 September 2021

[1] UTC Student Complaints Procedure, Student Disciplinary Procedures, Disciplinary & Complaints Procedures for Residents.