

Equality and Diversity – Your rights and responsibilities in further or higher education.

www.perth.uhi.ac.uk

▶ This information is about:

- your rights and responsibilities while you are studying
- what to do if you feel you are being treated unfairly.

▶ Main things to know about your rights

A law called the **Equality Act 2010** says you have rights if you study in England, Scotland and Wales.

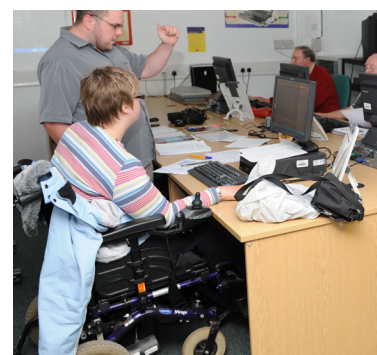
The law says that the place you study at has to treat you in a good way.

At Perth College UHI we won't treat you unfairly because of your protected characteristics, such as:

- your age
- being male or female
- where you or your family are from
- your religion or things you believe in
- your disability.

We won't treat you unfairly because you are:

- having a baby or have a small baby
- changing from being a man to a woman or the other way around
- gay, lesbian or bisexual. This is about who you like and may want a relationship with.



We aim to become the **most inclusive college** in Scotland and want to make changes that will **help you and others to be the best that you can be.**

Your rights and responsibilities in further and higher education

Being treated fairly

At Perth College UHI we will:

- treat everyone equally
- give everyone the same chances
- be inclusive so you can join in with things
- treat you fairly when you make a complaint or help someone else to.

It's not just about the course you study. It's also about other things you do as a student like:

- finding somewhere to live
- going on visits as part of your course
- using facilities such as the library or student union.

The College will not treat you unfairly by:

- making it hard for you to start being a student here. For example, making it hard for you to fill in forms or come for an interview
- saying you can't study here because of something like your disability or religion
- not letting you take time off if you are ill because of your disability
- not letting you join in things other students do
- letting staff treat you unfairly after you leave, like not giving you a reference.

We would be breaking the law if we did something like this.

We must show we are being fair and do things for a good reason. For example, to keep students safe.

If you have a disability

Perth College UHI:

- won't knowingly treat you unfairly because you have a disability
- will do everything possible to allow you to study in the same way as other students.

It is important that you tell us that you have a disability and what support you need.

Staff will do what they can to make things easier for you.

This could be things like:

- making the buildings easier to use
- giving you information in an easier way
- support with things like writing or using sign language
- support to join in with things
- more time to do exams if it takes you longer to write things. However, to pass the exams you still need to show that your work is good enough.

You do not have to pay for this support.



▶ What to do if you feel you have been treated unfairly

There are people at the College who can give you advice and support.

For example, there are people at the Students' Association and in Student Services who you can speak to.

They will help you see if you have been treated unfairly and help you decide what to do next.

We would like to try to sort out the problem with you at first.

- this is usually easier and quicker
- you can do this by making a complaint
- there is information about how to make a complaint. You can get this from Student Services or the Students Association or from our website
- you can ask us for easier information if this would help.

You can ask us for some information.

- this can help you decide if you have been treated in a way that is against the law
- there are forms to fill in to ask for this information, see: www.homeoffice.gov.uk/publications/equalities/equality-act-publications/complaints-Equality-Act/ for information.

You can go to court

You usually have up to 6 months after you feel you have been treated unfairly to decide if you want to go to court or not.

▶ Your responsibilities in further or higher education.

As a Perth College UHI student you can expect fairness, opportunity and respect, regardless of your background.

Our aim is for everyone to feel welcome and supported in an inclusive and pleasant environment.

You have a responsibility to yourself and others in meeting this aim.

Main things to know about your responsibilities.

As a member of our College community we want you to conduct yourself responsibly by:

- ensuring that you and others are not treated unfairly
- making sure that you treat people fairly
- making sure that people at college all get the same chances
- encouraging people from different backgrounds and groups to get to know each other.

For your responsibilities please see the student charter.

<http://www.perth.uhi.ac.uk/support/induction/collegepolicies/Pages/StudentCharter.aspx>



Treating people fairly

We would like you to:

- treat all other students and members of college staff with, respect and courtesy
- think deeply about your own attitudes, values, beliefs and behaviours towards others
- challenge unfairness
- promote equality.

Making sure that people at college all get the same chances

We would like you to:

- give everyone in your group the opportunity to contribute
- allow others to give their opinions
- encourage others to take part.

Encouraging people to get to know each other

We would like you to:

- work with a variety of others in your group
- encourage others to work and socialise together
- aim to ensure that no one is being left out
- take part in opportunities across the college where you can meet people from other courses.

With thanks to the Equality and Human Rights Commission for their help in producing the information for this guide.

Perth College UHI is committed to being both a college and employer of choice. We are committed to the promotion of equality and diversity and believe there is no place for unlawful discrimination in any of our services and activities. We aim to ensure that all of our policies, procedures and practices do not unfairly discriminate and that positive measures are taken to redress any inequalities in employment practices, provision of services to students and customers or the way in which we manage our business.

Our Core Values

Ambition: We have a passion for achieving more.

Integrity: We do the right thing and are worthy of trust.

Respect: We treat each other the way we want to be treated.

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