

# EQUALITY & DIVERSITY

*at Lincoln College*

2018-19

**Lincoln  
Newark  
Gainsborough**



College

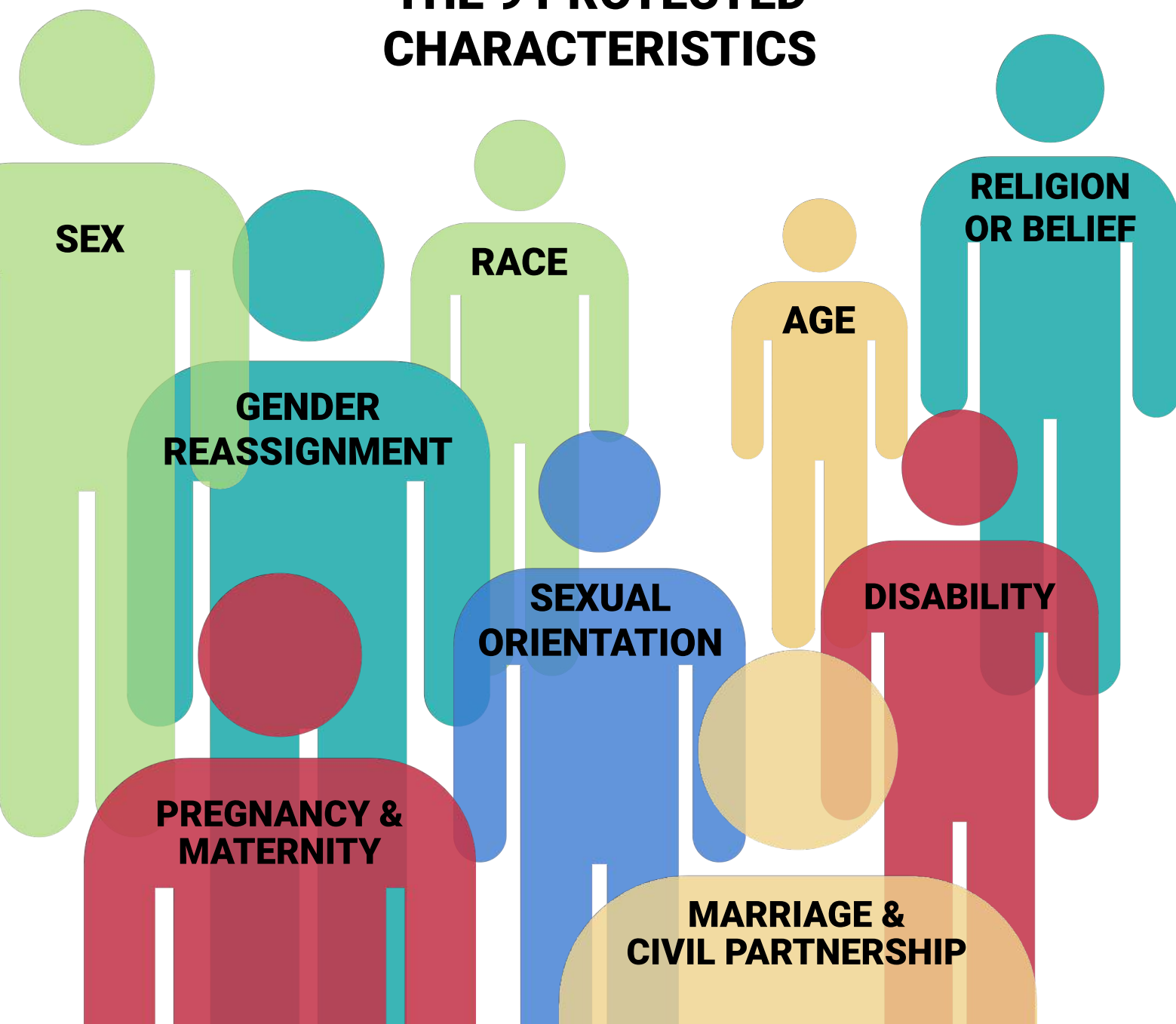
At Lincoln College we celebrate difference. Education should be available to each and every one of us. When all are welcome, we all benefit.

# EQUALITY AND DIVERSITY

## THE EQUALITY ACT

In line with The Equality Act 2010, Lincoln College actively works towards ensuring that all people are given equality of opportunity to achieve their full potential without discrimination or fear of prejudice regardless of whether they possess one or more of the 9 protected characteristics detailed in the Act.

## THE 9 PROTECTED CHARACTERISTICS



As part of our responsibilities under the Public Sector Equality Duty we have a number of Equality Objectives which are published on our website. You can click on the icon to the right to view them.

These objectives ensure that we eliminate unlawful discrimination, harassment and victimisation, while advancing equality of opportunity and good relations between people who share a protected characteristic and people who do not share it.

**EQUALITY  
OBJECTIVES**

**The College will make all reasonable adjustments to ensure that students have equal opportunity to fulfill their potential and be accepted for who they are.**

**Reasonable adjustments** are made to ensure that everyone has the same opportunity to succeed. This can include things like extra time in exams, the provision of Learning Support Assistants, assistive technology and relocation of classes to aid access.

# SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND)



Charlotte McHugh  
Special Educational Needs Co-ordinator  
(SENCO)

Charlotte is a fully qualified SENCO with 15 years experience in Further Education. She is also qualified to assess students for access arrangements for their exams.

Charlotte manages the Assessment & Support Team.

[cmchugh@lincolncollege.ac.uk](mailto:cmchugh@lincolncollege.ac.uk)

## ASSESSMENT AND SUPPORT TEAM

Students who have declared a SEND (this can be on an application or whilst on the course) are offered an opportunity to meet with an Assessment and Support Co-ordinator. They meet with students and discuss the best way to support them whilst studying with the College. A Support Needs assessment is completed with the student and a SEND profile is created. Reasonable adjustments and recommendations are made to assist tutors with supporting students.

Depending on the outcome of the support needs assessment the recommendations may include:

- In class support
- 1:1 out of class support
- Mobility assistance
- Personal care assistance
- Communication support
- Specialist technology
- Adaption of materials
- Loan of specialist equipment

## EXAM ARRANGEMENTS

If you've had exams concessions in the past or you feel you would benefit from special arrangements, please contact the Assessment and Support Team

[assessmentofficer@lincolncollege.ac.uk](mailto:assessmentofficer@lincolncollege.ac.uk)

01522 876 225

### Parent/Carer Forum

Held on the 2nd Thursday of each month at Lincoln campus.



# LEARNER VOICE

Your views are really important to the College, so there are opportunities for you to contribute your feedback and ideas to help us improve the student experience.

## STUDENTS' UNION

We aim to enable students to create the College experience they want through a strong Students' Union.

The SU Equality and Diversity Officer is a member of the College Equality and Diversity Working Group

Look out for College surveys where we ask for your feedback.



# SUPPORT

## BULLYING AND HARASSMENT

We take allegations of bullying and harassment seriously and have a Bullying and Harassment Support Group which monitors if any such behaviour is related to any of the protected characteristics and addresses any areas of concern. If you are experiencing bullying or harassment, you can contact a member of the group for support and advice using the email below or visiting Reception.

[safeguarding@lincolncollege.ac.uk](mailto:safeguarding@lincolncollege.ac.uk)

Have you experienced a hate crime or incident?  
Call the 24 hr help line: 0800 138 1625



Disability | Gender Identity | Race | Religion | Sexual Orientation

# USEFUL LINKS AND CONTACTS

Stop Hate UK | 0800 138 1625

**Equality and human rights commission** |  
<https://equalityhumanrights.com>

**Student Services** | [studentservices@lincolncollege.ac.uk](mailto:studentservices@lincolncollege.ac.uk) | 01522 876 220

**Safeguarding** | [safeguarding@lincolncollege.ac.uk](mailto:safeguarding@lincolncollege.ac.uk)

**Assessment & Support team** | [assessmentofficer@lincolncollege.ac.uk](mailto:assessmentofficer@lincolncollege.ac.uk)

**Students' Union** | [su@lincolncollege.ac.uk](mailto:su@lincolncollege.ac.uk)