

- Be open to learning more from others about their culture
- Adhere to policies which help to create a harmonious learning environment and to the Student Code of Conduct and Student Charter
- Adhere to the College's Dress Code policy. In particular do not wear clothing, display symbolism or use songs and slogans in support of Glasgow Rangers and Glasgow Celtic football teams
- Participate positively and with an open mind to training and cultural events that promote diversity
- Make adjustments for the spiritual or special needs of other students or staff (within the confines of policies) and take account of this in timetabling and when organising events
- Make sure all information provided is as accessible as possible through the use of appropriate formats

Further information:

If you require further information or advice on Equality and Diversity please contact Mary Coffey on tel: 028 9026 5000, text phone: 028 9026 5126 or email us at: equalityservices@belfastmet.ac.uk

This literature is available in Polish and Mandarin and upon request, can be made available in other languages or alternative formats including large print, Braille, audio cassette and CD.

This leaflet can also be downloaded from the College's website www.belfastmet.ac.uk



Promoting Equality & Diversity



Student and Staff Guide

Education is a fundamental right for everyone. Everyone has a right to study in a harmonious and welcoming environment. It is therefore important for everyone to access education regardless of social, economic, cultural, community background, genetic makeup or family situation.

Belfast Metropolitan College seeks to provide a supportive learning and working environment which demonstrates respect for and acceptance of difference, where every individual is supported in order to achieve their full potential in an environment free from harassment, victimisation and discrimination. Belfast Met also wants to prepare students for work in a diverse community and therefore it is essential that our environment is one which promotes harmony, acceptance and understanding of different cultures and traditions.



Equality is about giving everyone a fair chance to participate - the removal of barriers. Diversity is about difference and recognising that we are all different and have much to offer. As a College we want to recognise and celebrate that difference.

The College has various policies which promote equality and diversity as well as an Equality Scheme and Disability Action Plan.



This information can be accessed on the MyBelfastMet site (<http://my.belfastmet.int/sa/policies.aspx>) and for staff, the Equality and Diversity site (<http://intra.belfastmet.int/sites/equality/default.aspx>).

This leaflet has been designed to underline Belfast Met's commitment to promoting a harmonious environment; the importance of respect, acceptance and understanding within this environment; and provides some pointers about how this may be achieved.

What can I do to promote Equality and Diversity?

- Treat people as individuals, respecting their beliefs and views even when they are different to your own
- Treat other students and staff with dignity and respect at all times
- Be patient with those who face daily challenges to access learning
- Think about the language you use and make it as inclusive as possible
- Challenge questionable language attitudes and behaviours if you believe someone is behaving or speaking inappropriately
- Use inclusive images that portray people in a positive manner
- Avoid labelling people and do not isolate or use inappropriate language or images of someone because of their sexual orientation, disability, religious belief, etc. Such behaviours are unacceptable and could also be seen as harassment
- Remember, not everyone has the same views on alcohol when organising culturally inclusive events
- Behave in a manner that could not be considered offensive to other students, staff or the general public
- Respect each other's cultural practices and traditions - this includes food, clothing, religious practice

