

Mary Ward Centre

Equality and Diversity at the Mary Ward Centre – the “quick read”

At the Mary Ward Centre we have been advancing equality and diversity since our establishment in the 19th Century. Our founder, Mary Ward, was determined to further her idea of “equalisation”. In educational terms, this meant that everyone should have access to education, no matter what their background and whether they be rich or poor. This remains a fundamental value and informs all of our educational provision.

We welcome the Equality Act 2010, with its specific protections and its duties on public bodies to advance equality and diversity. You can read a summary of its provisions in the Appendix to the Centre’s full Equality and Diversity Policy in this section of our web site. We will fulfil our duties under the act to the best of our abilities.

At the Mary Ward we put in place support measures for students or members of staff who need it. This can be physical support for people with reduced mobility or health problems, extra help for people with learning difficulties, and financial grants to students who can’t afford the full course fee or meet other expenses associated with their education. All support will be put in place on a case-by-case basis, as we are all individuals with individual needs.

There have to be limitations, of course, as a publically-funded body we are bound by the guidance issued to us by our funders. Reasonableness, however, is the key factor: If it is reasonable for the Mary Ward Centre to put measures of support in place for a student or a member of staff, we shall do so.

We will challenge any form of discrimination, harassment or victimisation that may happen in the college. Our aim is to create a fair organisation where everybody can take part and fulfil their potential free from discrimination, harassment and victimisation. It is about advancing equality of opportunity to all. Diversity is about respecting, valuing and celebrating all people as individuals. It is also about fostering good relations among diverse groups of people.

The Centre has an action plan to advance equality and diversity across all our activities. It goes by the name of “Inclusion in Action”. We want everyone to be involved in the advancement of equality and diversity. We all have rights and responsibilities. We welcome contributions and suggestions from, students, staff, board members and visitors alike.

If you require this document or a part of it, or any other information document, in another format such as larger type, Braille, audio, digital, or in another language, please ask.