



**Delhi School of Professional Studies and Research**  
(Approved by AICTE, Ministry of HRD, Govt. of India)

DSPSR/P/B/02

ISSUED DATE: 05/10/09

**EQUAL OPPORTUNITY POLICY FOR STAFF**

**Aims and Objectives of the Equal Opportunity Policy**

Delhi School of Professional Studies and Research (hereinafter called DSPSR) is committed to the principles of equality and excellence for all in order to promote the highest standards of achievement possible for all students. The College aims to meet the needs of individual staff by providing opportunities for each to achieve their personal potential, taking into account ethnicity, gender, culture, religion, language, age, social circumstances, ability and disability.

Equality of opportunity applies to all members of the College community, including students, staff, governors, parents and community members. The College shall endeavor to foster and value relationships that promote an understanding and respect of others, irrespective of culture, nationality, religious or linguistic background.

In order to provide equal access and entitlement DSPSR shall endeavor to provide an ethos that:

- Creates a College culture where everyone, irrespective of race, colour, ethnic or national origin, feels welcomed and valued (including students, parents, staff, college community and wider community members participating in College life).
- Ensures all the members of staff are encouraged to achieve their full potential.
- Respects and values differences between people.
- Ensures that an inclusive ethos is established and maintained.
- Is proactive in tackling and monitoring discrimination at all levels.

**Recruitment, Retention and Development of Staff**

The College adheres to recruitment and selection procedures that are fair and equal.

The skills of all staff shall be recognized and valued with encouragement to share individual skills and knowledge within the College community.

Steps shall be taken to encourage members from under-represented groups to apply for positions at all levels within the College by accessing vacancies to attract the widest pool of applicants. The College shall monitor applications, appointments, training opportunities and promotion by ethnicity and gender.

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