



BCOM EQUAL OPPORTUNITIES STATEMENT

The College operates an Equal Opportunities Policy that follows the same guidelines as those of the University. The policy of the College in this respect is in exact accordance with the aims stated in the "Equal Opportunities Policy" published in the Essential Information document and is supplied to all new students. This policy has been adopted not only for admissions but for existing students, staff and administration. The adoption of this policy is to ensure that no student, employee or applicant receives less favourable treatment on the grounds of gender, age, race, colour, nationality, ethnic or national origins, religion, marital status, sexual orientation, trade-union activity or political beliefs. BCOM is further committed to ensuring that no person should suffer disadvantage by reason of their physical or mental disability or family responsibility, provided he/she has the necessary attributes to undertake the degree.

Whilst there is no requirement on graduates to practise, it is a reasonable assumption that they will wish to do so and the course is delivered with that assumption as a basis. The College may, and strictly on an unbiased assessment of individual situations, advise applicants of issues that could arise from pursuing a course of osteopathic study, both in the general context of OEs and the profession, and if appropriate, specifically at BCOM. The College will endeavour to make all reasonable adjustments in order to support disabled candidates in their studies. However, because the College offers solely vocational courses, which allow entry into the Osteopathic profession, certain physical abilities can be considered as "competence standards" under the terms of the Disability Discrimination Act. It will be very important to ascertain at an early stage whether a candidate will be able to fulfil the core elements of the course and whether, on graduation, applicants will be fit to practice as osteopaths. The College opposes direct and indirect discrimination on the grounds of disability at any stage, including admissions, and will advise applicants and students appropriately about practice- and technique-based competence standards and what might reasonably be expected of a course of professional osteopathic study. Any and all competence standards will be applied equally to those with and without disabilities.

The osteopathic professional regulatory body, the General Osteopathic Council, is responsible for making sure that registered professionals are 'fit to practise' i.e. that they are able to carry out their duties competently without undue risk to patients. The General Osteopathic Council's charge that Osteopathic Education Institutions should train "stand-alone" practitioners adds a further presupposition to the College's courses that graduates will be able to function as autonomous osteopaths when in practice. As such, given

that professional bodies do not interview or train students, the onus is on institutions such as the College to advise and support students with disabilities in making informed choices. The College approaches this on an individual basis and students are also referred to the College statement on the Disability Discrimination Act, which is available on Vesalius or from the Quality & Communications Officer.