

CoEP 10

INCLUSION POLICY

1. Preamble

Having in mind our motto “UT SINT UNUM DIEU LE VEUT” which stands for “it is the will of God that we may all be one” with the view of achieving our vision aimed at becoming the best College of Education in Ghana, producing morally, academically and professionally competent teachers capable of operating worldwide. St. Louis College of Education is committed to being an inclusive College, where all students irrespective of social background or class feel safe and valued. In a similar vein, the staff of the College must have a sense of dignity to be able to work effectively to promote quality teaching and learning in an atmosphere of respect and understanding where discrimination is not tolerated. In lieu of this, the College shall have a gender and inclusion policy.

Purpose/Objectives

The objectives for the gender and inclusion policy shall include the following:

- To put in place measures to minimise gender disparity in employment and admissions
- To make available to all teacher-trainees access to programmes and facilities in which they feel comfortable and safe.
- To recognise all staff and students as unique individuals, representing an array of different characters, which set each other apart whilst uniting all in the College’s culture and mission of “Promoting holistic training for academic and professional excellence”.
- To ensure that all the provisions of inclusiveness, equitable distribution of resources and equal opportunities for both sexes are provided

- To promote equal opportunity for all students and staff with the intention to be: Inclusive and welcoming, professional and efficient, honest, reliable, supportive and accountable.
- To encourage each individual to reach their full potential by developing their skills and knowledge based on their unique contribution and individuality regardless of age, ability, gender, race, religion or belief, marital status, child bearing and economic background.
- To put in place a college system that responds constructively to the needs of educationally disadvantaged/ marginalized students
- To ensure that inclusive education practices are embedded in all college activities and initiatives, to promote social justice and equity.
- To provide an institutional framework within which actions on gender can be taken at all levels.
- To harness science, technology, and innovation to reduce gender gaps and empower all.

2. Scope/Application:

This policy shall apply to all members of the College community.

3. Policy Statement:

Each member within the college community is encouraged to reach their full potential through the development of their skills and knowledge based on their unique contribution and individuality regardless of age, ability, gender, tribe, race, religion or belief, marital status, child bearing and economic background.

4. Supporting Procedures:

- The promotion of inclusion of opportunity for all, measured through the gender score card.
- The elimination of unlawful discrimination against students, staff and other stakeholders through the use of the gender score card.

- The fostering of good relations and promotion of positive attitudes between and towards those with a particular characteristic (blind, deaf, people living with HIV/AIDS, the physically challenged etc.)
- Ensuring the accessibility to materials, facilities, products, services and resources for all students, staff and stakeholders.
- Ensuring the that diversity of students is positively recognised and supported through embedding differentiation and equality of opportunity into teaching and learning and curriculum planning

5. Reporting Processes

5.1 *Informal Approach:*

Any person who feels discriminated against is free to express their concern to the one infringing on their right for redress either directly or through a third party.

5.2 *Formal Procedure:*

Beyond the informal approach aggrieved persons can report to the Gender and Inclusion Officer (Gender Focal Person) or other appropriate authority for further actions to be taken.

- The culprit may be arraigned before the Disciplinary Committee.

6 Responsibility for Monitoring, Implementation and Compliance:

Vice Principal

Gender Responsive Officer (Gender Focal Person)

7 Status:

Policy subject to approval by College Council

8 Key Stakeholders:

- Students
- Staff and their family
- Visitors

9 Approval Body:

- College Council

10 Initiating Body:

- College Council

11 Definition of Terms:

Inclusion – where every day in every classroom, every student is learning and achieving quality education in a safe, supportive, comprehensive and disciplined learning environment.

Staff – includes both teaching and non-teaching staff

12 Related Legislation:

UN Framework for Inclusive and Equitable Quality Education (SDG, 4)
The 1992 Constitution of Ghana
Inclusive Education Policy of Ghana (2014)
Educational Strategic Policy 2015 – 2030

13 Related Policy and other Documents (Exhibits):

The 1992 Constitution of Ghana
Inclusive Education Policy of Ghana (2014)

14 Effective Date:

Date to be provided

15 Review Date:

Date to be provided

16 . Owner/Sponsor:

College Governing Council,

17 . Owned by:

College Council

18. Further Information

ST. LOUIS COLLEGE OF EDUCATION, KUMASI
P. O. BOX 3041, KUMASI GHANA.
TEL. 0322008651

EMAIL. info@slce.edu.gh