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EQUALITY AND DIVERSITY POLICY

EFFECTIVE DATE : 1 September 2020
REVIEWED BY : Centre Head
NEXT REVIEW : 1 September 2024
POLICY NUMBER : QA-4

EQUALITY AND DIVERSITY POLICY

The training provider aims to provide an environment where our members feel able to participate, contribute, enjoy and fulfil their experience. Respect for and celebration of individual diversity will shape institutional strategy, direction and behaviour.

The training provider hopes to identify and eradicate any practices which promote racism, sexism, gender or which discriminate against disabled people, or those from particular socio-economic backgrounds, or because of their age or sexual orientation.

It is a condition of service and admission that staff and students adhere to this policy and any other training provider policies. Any breaches of these are dealt with under the Staff or Student Disciplinary Procedures, as appropriate.

Additionally, the training provider makes every effort to ensure that organisations or individuals, at home or overseas, who interact with the training provider, are aware of our policies. Any practice or policy, which conflicts with the training provider, may result in breaking links and ceasing to do business with them.

THIS COMMITMENT IS DESCRIBED IN THE FOLLOWING POLICY

The training provider has a fundamental belief in developing equality and diversity and will offer equality of opportunity to all actual and potential students and staff. Selection criteria and procedure will be reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities and not on the basis of race, colour, nationality or ethnic origin, religious or political beliefs, Disability, physical, sensory, learning, health or medical problems, gender or perceived gender, marital status, sexual orientation, age, class (social or economic).

THE TRAINING PROVIDER:

- Ensures that its policy statement and accompanying codes of practice are widely distributed throughout the training provider.
- Has established support mechanisms for its members who may be the subject of discrimination
- Provides training to ensure that equality and diversity principles underpin all aspects of training provider systems and practices.
- Ensures equality of access to employment with the training provider by monitoring the recruitment, selection and appraisal process for all staff.

- Courses are to be designed to meet the needs of the local community with a particular priority accorded to providing a “Second Chance” for those who are disadvantaged or unable to benefit fully from their previous education.
- Will address the issue of under-representation and the status of disadvantaged groups with aim of enhancing their career and promotion aspects.
- Ensures students, staff and the management within the business will be made aware of their legal and moral responsibilities in respecting and promoting equal opportunity.
- Makes every effort to ensure that the structures, services, physical environment and buildings reflect the needs of all members of the community.
- Ensures that administrative and decision making systems include a full representation of staff and students.
- Welcomes complaints and suggestions and commits itself to regular review and monitoring of all policies and practices.

Policy Reviewed Annually