

Equal Opportunities Policy

The Equality Act of 2010 makes it unlawful to discriminate against any individual on the following grounds, or protected characteristics: pregnancy and maternity, marriage and civil partnership, sexual orientation, sex, religion or belief, race, gender reassignment, disability or age. The Equality Act 2010 makes it unlawful to discriminate against any person with a protected characteristic by: direct discrimination, discrimination by association, discrimination by perception, indirect discrimination, harassment, and harassment by a third party or victimisation. It is the policy of Appleby Heritage Centre to treat all students in the same way, regardless of any protected characteristic.

The company is committed to equality of opportunity and all students are requested to co-operate with its efforts to ensure that the policy is implemented in full.

- We ensure that our tutors, trainers, assessors and internal quality assurers are aware of groups of people likely to experience discrimination.
- We ensure that the needs of these groups of people are recognised and any special needs are provided for without compromising the standard of the qualifications.
- When selecting suitable methods of teaching, training and assessment we ensure that students are not disadvantaged because of any protected characteristic.
- We ensure that part-time students, volunteers, candidates who do not have English as their first language and others who may be at a disadvantage through family commitments and other personal circumstances have access to teaching, training and assessment should they wish to undertake it.
- We recognise that there are similarities and differences between individuals and groups of people but we strive to ensure that these do not present as barriers to full and active participation. We aim to provide inclusive practices and processes which aim to identify and meet the needs of individuals and groups, this will include examination arrangements. We will make reasonable adjustments as are necessary to ensure that a disabled person is not put at a substantial disadvantage in comparison with those who are not disabled.

Any student who is found to be discriminating against or harassing any other student on the grounds of sex, sexual orientation, disability, pregnancy or maternity, marriage and civil partnership, religion or belief, gender reassignment, age or race will be subject to the Company's Disciplinary Procedure – (displayed on the central information point). In serious cases such behaviour will be deemed to constitute gross misconduct, and as such will result in dismissal in the absence of mitigating circumstances.

Any student who believes that he/she has received less favourable treatment on the grounds of any of the protected characteristics as outlined by the Equality Act 2010 should use the Company's Grievance Procedure – (displayed in our reception).

Reviewed: August 2019

Next Review: August 2020