Big Condo Training Academy CIC

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To be read and understood by:
Staff, volunteers, students, employers, work experience Providers, school Mentors and all relevant partners, customers and anyone coming to the company.

POL006:
Big Condo Training Academy CIC

Equal Opportunities

OPPORTUNITIES

The Big Condo Training Academy CIC seeks to enrol a learner population, which reflects the diverse community at large, because we value the individual contributions of all people. We will treat all learners with respect and dignity and provide a learning and working environment free from unlawful discrimination, harassment or victimisation. To this end, within the framework of the law and best practice, we are committed, wherever practicable, to achieving and maintaining a campus, which broadly reflects the local community.

The Big Condo Training Academy CIC will not tolerate any form of behaviour or activity that discriminates on the grounds of gender, marital status, family responsibilities, sexual orientation, colour, race, nationality, religious belief, ethnicity, disability, age and unrelated criminal convictions.

No learner or potential learner should be disadvantaged or treated less favourably because of conditions or requirements which cannot be justified and the Big Condo Training Academy CIC will seek to make reasonable adjustments to its arrangements and premises with a view to avoiding any disadvantages for disabled people. Action will be taken to ensure that individuals are treated

equally and fairly and that decisions on enrolment and progression are based solely on objective and course related criteria.

Implementing the Policy
The Big Condo Training Academy CIC will challenge inequality, prejudice and discrimination and seeks to provide a learning environment free from harassment and discrimination.

The Big Condo Training Academy CIC embraces diversity in all its aspects, treating its actual and potential learners with respect and seeks to ensure that individuals are not disadvantaged or treated less favourably because of factors not related to their studies.

In order to achieve this, Big Condo Training Academy CIC seeks to ensure that:

- Staff, learners, employers (including work placement providers) and contractors, are aware of the Big Condo Training Academy CIC equal opportunities policy and the action needed for its implementation.

- Staff, learners and their sponsors (including work placement providers) are aware of the value placed upon equal opportunity and that action may be taken in the event of any material breach of the policy.

- The Big Condo Training Academy CIC publicity materials present appropriate and positive messages about equality and diversity.

- Recruitment procedures are designed to eliminate bias.

- Schemes of work, lesson content and teaching resources demonstrate sensitivity to issues of cultural diversity, disability and gender.

- Learners have access to support and facilities.

- Any learner who believes he/she has been discriminated against or treated unfairly can use the procedures within the Complaints procedure.

Monitoring Progress
In order to monitor the effectiveness of this policy, the following information relating to equality and diversity will be collected and analysed:

- Profiles of learners according to gender, race and disability
- Attendance rates, retention rates, achievement
- Applications and enrolments on programmes (these are reviewed by the Director of Marketing and Operations)
- Schemes of work and lesson observation (these are monitored by Directors and Heads of Curriculum and through the Classroom Observation process)
- Disciplinary action
- Complaints by learners

Positive action
To rectify disadvantages revealed by monitoring and review the Big Condo Training Academy CIC undertakes to follow positive action measures allowed by law within the bounds of legal requirements, funding and reasonableness. Such measures include:

- Provision of facilities or services to meet the required needs of people from identified under-represented groups.
- Provision of schemes or courses designed to meet the particular needs and enhance the skills of under-represented groups.
- Initiatives to encourage applications from under-represented groups.
- Anticipatory reasonable adjustments to ensure that disabled learners can access learning, including steps that involve treating disabled persons more favourably than other persons.

Review
This policy will be reviewed annually, to ensure that the Big Condo Training Academy CIC is implementing legislative developments and following good practice.