

Equal Opportunities Policy Statement

(Reviewed September 2020)

Introduction

This policy is aimed at our teaching staff who deliver our training, as well as our learners, who are enrolled on or have taken a U.K. approved qualification or unit with us – examples of our Awarding Bodies and Professional Associations are: -

- ITEC/VTCT Awarded Qualifications
- BTEC (Pearson) awarded qualifications
- Courses accredited or approved by associations such as FHT, CThA, Think Tree Hub.

The school (SNT) sets out below, our intention to welcome students, our service provision and range of qualifications that are fair, accessible and do not include any unnecessary barriers to entry.

Centre's Responsibility

Staff involved in the delivery of our qualifications, as well as our learners are fully aware of the contents of the policy, which is accessible on our website- reference is also made on learners course inductions when they embark on one of our qualifications.

Review Arrangements

We will review the policy annually and revise it as and when necessary in response to customer and Learner feedback, changes in our practices, actions from the Regulatory Authorities or external agencies or changes in legislation.

If you would like to feedback any views, please contact us via the details provided at the end of this policy.

Definition of Equal Opportunities under - The Equality Act 2010

The Equality Act has specified 9 areas that are termed in legislation as protected characteristics; these include: -

1. Age
2. Sex
3. Race
4. Disability
5. Pregnancy
6. Marital status
7. Sexual orientation.

8. Gender reassignment
9. Religious background

Reasonable Adjustment in Teaching, Learning & Assessment

Example: - A learner with a disability.

Reasonable adjustment in teaching, learning and assessment activity lessens the impact of an individual's disability on their capacity to learn. But the learner still needs to do the work and demonstrate the required knowledge. Reasonable adjustment does not give learners with disability an advantage over others.

Examples of reasonable adjustments may include: -

- Receiving notes and lectures in advance
- Alternative formats of lectures or course material
- The provision of an amanuensis for written exam/assessment purposes

There is no set definition of what is 'reasonable' in the Equality Act. It depends on:

- What is needed and the difference it will make
- Cost implications for the learning provider
- Practicality and effectiveness
- Disruption and health and safety

Areas Covered by the Policy

SNT Teaching Staff

SNT commits to incorporating specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions, acceptance of learners on all courses and subsequent delivery of education, training and examination processes by teaching staff.

Awarding bodies and professional associations

The above bodies expect their centres to enable learners to have equal access to training and assessment for qualifications irrespective of their sex, marital status, age, religion, colour, race, nationality or ethnic origin or disability.

Assessment must similarly be undertaken without discrimination. Centres are required to have in place a policy to ensure that such discrimination does not occur either directly or indirectly.

This policy should apply to all satellite/associated venues and there should be arrangements in place to monitor its application and effectiveness.

Monitoring the Success and Relevance of our Arrangements

SNT is committed to complying with all current and relevant legislation and which at the time of writing, includes, but is not limited to, the Equality Act 2010 and Northern Ireland Equality Law.

As part of the Learner registration and certification processes for qualifications and units, on behalf of SNT and awarding bodies such as ITEC/VTCT, we may collect information on diversity, requests for special considerations, access arrangements and feedback from Learners, Centres and other Stakeholders.

All relevant issues identified that suggests that our provision or services may have unnecessarily impacted on Learners will be reported back to our relevant working partners, who will be responsible for ensuring that relevant staff introduce, as appropriate, amendments to provision and/or services where necessary and in accordance with documented procedures for developing and reviewing units and qualifications. Details of ongoing reviews will be made available to the Qualification Regulators upon request.

For further information please contact us at: -

School of Natural Therapies

Unit 4B Clapham North Arts Centre

Clapham

London SW4, 6DH