



# **Equality, Diversity and Inclusion Policy 2017 – 2019**

## Introduction

Opps Training is committed to comply with the Equalities Act 2010 but seeks to go beyond legislation by actively promoting equality of opportunity and celebrating diversity within the community of learners it serves and the Opps Training team.

We believe that individuals and the organisations with which they work are more likely to succeed in meeting their objectives if they are inclusive and do not tolerate discrimination in any form.

Opps believes that we must provide a role model and share our values and knowledge with all service users in relation to Equality and Diversity. To this end we seek to continually monitor our own performance and understanding of how we can continually improve to ensure inclusion and success for all.

Opps has previously detailed in its policies, how it complies with Protected Characteristics and it remains committed to do so:

Sexual orientation  
Age  
Disability  
Sex  
Religion or belief  
Gender reassignment  
Race  
Pregnancy and maternity/paternity  
Marriage and civil partnerships.

Many of Opps Training learners have had disadvantaged previous learning experiences and are of a socio-economic group which is disadvantaged. These learners may experience low expectations of themselves and limited aspirations due to experiencing deprivation and its consequences. We aim to raise their aspirations and expectations by providing highly accessible educational opportunities which improve learning skills whilst attaining high academic standards.

## Aims and Objectives of Opps Training Equality, Diversity and Inclusion Policy

### Aims

To promote the advantages of adhering to the ethos of equality and diversity.  
To ensure that all barriers to participation and progress are removed for the Opps Team, the learners and employers it serves and all stakeholders irrespective of their characteristics, protected or otherwise.

## Objectives

### A Strategy and Self Assessment

- Objective 1 to embed, within Opps' structure reasoned and robust planning in relation to all Stakeholders
- Objective 2 to provide evaluation and related action plan as part of the cycle of improvement

### B Pre-enrolment, Enrolment and Induction

- Objective 1 to ensure that all documentation in relation Opps' procedures is accessible to all Stakeholders
- Objective 2 to comply with the matrix quality standard in making all information, advice and guidance easily accessible to all stakeholders
- Objective 3 to monitor equality information disclosed about a stakeholder and to consider the implications of this information and plan how to provide the best possible service to meet the needs of the stakeholder
- Objective 4 to provide all necessary support to all stakeholders to ensure access to our service

### C Teaching and Learning

- Objective 1 to provide a positive and successful experience for all stakeholders
- Objective 2 to ensure that learners' outcomes are maximised
- Objective 3 to ensure all teaching and learning resources are accessible to all
- Objective 4 to ensure that assessment and testing arrangements are accessible

### D Learner Support and Guidance

- Objective 1 to provide ongoing support through tutorial
- Objective 2 to ensure that learning support is accessible as needed

## E Staff Recruitment, Employment and Development

### Staff Recruitment

- Objective 1.1 to promote Opps Training as an equality aware employer
- Objective 1.2 to offer fair treatment to all applicants considered solely on their ability to undertake the role
- Objective 2.3 to make all attempts to retain staff who become disabled in their current role or to find suitable alternative role

### Staff Development

- Objective 3.1 to continually raise awareness of issues relating to equality, diversity and inclusion through staff development and resources
- Objective 3.2 to ensure the development of staff through staff development and promotion opportunities
- Objective 3.3 to ensure that learners with disabilities have access to relevant information and are given the correct resources to achieve

### Access to HQ and workplace training

- Objective 4.1 to maintain level of accessibility at Opps' HQ i.e. access to entrance and lift to 1<sup>st</sup> floor.

## Evaluation of Impact of Policy

Equality and Diversity action plan is integrated into its annual Quality Improvement Plan.

The action plan is developed by the Opps Training team. It is informed by stakeholder feedback and driven by the policy objectives.