



Equality, Diversity and Inclusion Policy

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 seek to comply with the regulations attached to European Social Fund and the Education and Skills Funding Agency, by providing and implementing a policy and procedure that best reflects their requirements.

We believe that individuals and the organisations with which some of them may work are more likely to succeed in meeting their objectives if they are inclusive and do not tolerate discrimination in any form. In this respect we foster good relations with all stakeholders.

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 promotes inclusion to those with the protected characteristics listed below:

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 1st floor.

Evaluation of Impact of Policy

The promotion of Equality and Diversity is assessed during the SAR process and monitored through QIG.

V11 May 2018

Policy published	January 2007
Date of last review	March 2019
Next review date	March 2020
Person responsible for policy and review	Managing Director