

Equal opportunities (equality & diversity) policy

DATE CREATED: August 2019

1. PURPOSE:

ANTA Education Ltd (hereafter referred to as “the company”). This policy covers the company’s commitment in creating an inclusive environment, where people are treated with dignity and respect and where we anticipate and respond positively to different needs and circumstances to ensure everyone can achieve their potential.

Our Policy aims – to prevent discrimination, promote equality of opportunity and promote good relations between people.

ANTA Education Ltd will inform candidates of the existence of this policy and will review the policy annually.

2. SCOPE/OBJECTIVES:

ANTA Education Ltd is committed to equality of opportunity in education, training and employment. This commitment applies to all, regardless of gender, age, racial origin, nationality, creed, sexual orientation, marital status, employment status or any disability.

ANTA Education Ltd aims to promote practices and procedures which ensure equality of opportunity and aims to eliminate any which unfairly discriminate, directly or indirectly.

Aims:

ANTA Education Ltd seeks to ensure the following:

That the content and assessment of its qualifications allow for the widest diversity of candidates

That the content and demands of its qualifications are non-discriminatory and are appropriate to the knowledge and skills specified

That the style and language of its documentation are readily understood and do not reflect stereotyped or biased attitudes

That its promotional materials and activities reflect the diversity of candidates

That its assessors, verifiers, moderators and all associated with assessment apply a fair and just process

That its staff operate equal opportunities policies which accord with those of ANTA Education Ltd

That it has an effective appeals procedure of which candidates are made aware.

3. DEFINITION:

Equality and diversity is a term used in the United Kingdom to define and champion equality, diversity and human rights as defining values of society. It promotes equality of opportunity for all, giving every individual the chance to achieve their potential, free from prejudice and discrimination.

Characteristics included are ‘Age, Pregnancy and Maternity, Sex, Disability, Marriage and Civil Partnerships, Race, Religion or Belief, Gender Reassignment and Sexual Orientation’ as stated by the Equality Act 2010

4. PROCEDURE – (Actions/implementation):

In order to achieve the successful implementation of this policy, ANTA Education Ltd will:

Issue the policy statement to its entire staff, and ensure that it should be available on request to candidates and other interested parties

Provide development activity appropriate to the needs of its staff, on a regular basis

Ensure that issues of equal opportunity are addressed as an integral part of qualification development, qualification review and assessment guidance

Maintain an equal opportunities group, with appropriate representation, to oversee the development and implementation of the policy and to advise on changes and amendments as appropriate.

In the case of a matter relating to this policy, candidates should immediately inform their Tutor or Assessor and Internal Verifier in writing.

5. POSSIBLE ACTION TAKEN BY THE COMPANY:

Internal disciplinary action may be taken if staff do not adhere to the said policy and procedure.