

1. Statement of intent

PACEY recognises that discrimination is and can be direct, indirect or institutional.

As a service provider, PACEY is committed to adopting equal opportunities and anti bias procedures to combat discrimination and value diversity.

PACEY will not tolerate discrimination on the basis of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. This list is not exhaustive and PACEY reserve the right to add to it at any time.

PACEY is committed to promoting a harmonious training environment where all people are treated with respect and helped to achieve their full potential. Striving to ensure that the learning environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities for PACEY learners.

PACEY is committed to ensuring that training course places are allocated solely on the individual merits of the learner's suitability for the course.

PACEY will provide a consistent variety of teaching and learning methods and resources to cater for the diverse needs and backgrounds of the learners. PACEY will review the training and assessment processes diligently to measure the effectiveness of the learning methods, training materials and assessment process in meeting the diverse needs of the learners.

PACEY will ensure that employees, Associates and volunteers take part in training and personal development to enable them to confidently and competently meet our Equal Opportunities and Diversity policy and maximise the learning and achievement of the learners.

This statement is intended to assist the organisation in its commitment to anti-discriminatory practice. Compliance with this statement should ensure that employees, Associates and volunteers do not commit unlawful acts of discrimination.

2. Purpose and scope

This statement covers all aspects of training provision. To ensure this statement is operating effectively (and for no other purpose) PACEY maintains records of learners' ethnic or national origins, gender and impairments (where provided by learners).

The Professional Development Manager is responsible for the effective operation of the Equal Opportunities and Diversity Statement for PACEY Learners.

3. The aims of the statement

3.1 Support and development

To assist with the implementation and on-going development of the statement, PACEY will provide appropriate support and guidance to all employees and Associates (this includes Tutors, Assessors, Invigilators and Internal Quality Assurers).

3.2 Learners with significant impairments and conditions

Wherever possible, PACEY will provide reasonable adjustments to enable disabled people as recognised by the Equality Act 2010 to access training opportunities and to reach their full potential. The duty is 'anticipatory'. This means PACEY will think in advance (and on an ongoing basis) about what people with a range of impairments might reasonably need, such as people who have a visual impairment, a hearing impairment, a mobility impairment or a learning disability.

Wherever possible PACEY will aim to make reasonable arrangements to enable individuals with individual needs to access the training on the same grounds as all other applicants.

3.3 Individual responsibilities

Every employee, Associate, and volunteer is required to assist PACEY to meet its commitment to provide equal opportunities and avoid unlawful discrimination.

Individuals can be held personally liable as well as, or instead of, PACEY for any act of unlawful discrimination. Individuals who commit serious acts of discrimination, bullying or harassment may be guilty of a criminal offence.

3.4 Grievances

Any learner who believes that they have not been treated fairly, and in accordance with this policy, is entitled to raise their concerns. A complaint should be raised in accordance with the Complaints Procedure as explained in the course Candidate Welcome Pack. Any complaints of discrimination will be dealt with fairly, promptly and confidentially. PACEY will seek to resolve any grievance which it upholds.

3.5 Communication

This statement will be made available to all learners in the Candidate Welcome Pack.

The wording of this statement is taken from PACEY's organisational policy.

Review date December 2013