



Equality Policy

Introduction

New Pastures is committed to equality of opportunity and to ensuring that there is no unfair discrimination in its operations.

In principle, New Pastures offers open access to all training courses within its remit. In practice, however, selection is sometimes necessary. Selection decisions or advice for self-selection will be solely based on opportunity and ability to complete training courses. All learners will also have access to fair and consistent support and assessment. New Pastures will ensure that all learners are treated fairly in line with the Equality Act 2010 and are not disadvantaged or discriminated against.

Selection of staff roles with New Pastures will only be on the grounds of availability, suitability for the role (e.g., technical competence, training qualification achieved, or willingness to work towards a qualification) and where the skills held by staff match the needs of the organisation.

New Pastures recognises that many things can lead to unfair discrimination and inequality of opportunity at work, in learning and in assessment situations. These include gender, ethnic or national origin, age, sex, marital status, disability, religion, personal appearance, sexual orientation, academic achievement, background, and personal views.

All staff, agents, contractors, and learners are asked to ensure that their contact with others promotes equality of opportunity.

LEARNERS

All learners will be treated equally in respect of learning and assessment opportunities.

Training courses are free from barriers, which restrict access and progression unless the restriction is part of the training.

Training is available to all. Training techniques and strategies recognise different styles of learning and are free from bias, fit for purpose and enable the attainment of all learners to be demonstrated in appropriate ways.

Additional support can be provided at a possible additional charge where there are learners with particular requirements to enable access to training and to demonstrate their attainment and understanding. Such support could include physical, mechanical, or technical aids, extra time or support during training, or specially devised or adapted methods of training. Applications for reasonable adjustments will be made to the appropriate awarding body using their documentation.

Suitable training facilities can be made available at a possible additional charge for those who are not in full or paid employment that might restrict access to traditional assessment arrangements.

STAFF AND AGENTS

All staff, agents and contractors will be recruited solely on merit, and to meet the needs of New Pastures and will be required to work to the Centre's policies.

Any employee or contractor who discriminates unfairly against a colleague, agent, learner, or others, may be disciplined.

A copy of this Equality Policy will be provided for all New Pastures staff, agencies, and contracted personnel. Guidance and support on equal opportunities will be available to these parties on an on-going basis.

If not satisfied about any aspects of Equal Opportunities or Access, please refer to the Complaints and Appeals section below.

Instructors needing advice on training of a learner with particular requirements should confirm arrangements with New Pastures and note any variations of the training methods.

DOCUMENTATION AND PROCEDURES

In formulating its procedures and in producing its materials, New Pastures will ensure that every reasonable effort is made to avoid a format, language or approach, which is unfairly discriminatory, reinforces stereotypes and/or is offensive.

Documentation and procedures will endeavour:

- Not to be offensive to members of particular groups.
- Not to imply stereotyped or biased attitudes.
- Not to assume experience unless stated as a requirement.
- Not to bias against a particular learner or group of learners, terms, concepts, or forms of presentation.

COMPLAINTS AND APPEALS PROCEDURE

New Pastures has a Complaints and Appeals procedure and will be able to help learners who have a dispute or who wish to appeal against a training course.

MONITORING AND EVALUATION

All trainees will be requested to provide information on the training course.

DISSEMINATION

All New Pastures staff, agents and contractors will receive a copy of New Pastures Equality Policy.