



# Equestrian Training

## Equestrian Training Ltd Equality and Diversity Policy

### **Our Commitment & Aims**

Equestrian Training Ltd (ETL) is committed to the active promotion of equality and diversity, the removal of barriers to learning, and of unfair practices. By creating a listening and engaging culture we encourage people to have the confidence to engage fully with our learning and share their experiences and ideas.

As an organisation we understand that the more inclusive our environment, the more likely it is that everyone will fulfil their potential.

Our aim is to nurture and engage with a workforce which is truly representative of all sections of society and the staff, learners, apprentices and employers all to feel valued and respected as individuals, irrespective of:

- Age
- Gender
- Ethnicity
- Religious beliefs
- Sexual orientation
- Ability, disability, or hidden disabilities
- Origins
- Appearance
- Additional support needs

Our commitment to staff and learners is the same. The Equality & Diversity policy ensures adherence to our values and will:

- Provide a safe and comfortable place for you to learn and work
- Provide training, development, and progression opportunities for all staff and learners to encourage all to develop their full potential, thus enabling their talents and resources to be fully utilised.
- Review all our employment and training practices and procedures to ensure fairness.
- Provide equality, fairness, and respect for all involved with our training schemes, whether temporary, part-time, or full-time
- Ensure all staff, learners/apprentices and employers do not unlawfully discriminate by reference to age, ability, disability, gender, marriage or partnership status, pregnancy or maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, and sexual orientation
- Encourage staff, learners/apprentices, apprentices, and employers to avoid all forms of unlawful discrimination. This includes pay and benefits, terms, and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities



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- Create and support working environments free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and learners are recognised and valued
- Regard breaches of our equality policy as misconduct which leads to disciplinary proceedings.

## Marketing and Recruitment

ETL will research the needs of prospective learners/apprentices and the needs of under-represented groups to ensure appropriate course provision and support.

We will develop and monitor all marketing and resources to ensure that a correct representation of our commitment to the Equality & Diversity Policy is reflected in all publications and publicity material.

Equestrian Training Ltd in providing services and/or facilities, is also committed against unlawful discrimination of customers or the public.

When recruiting learners/apprentices, we promote the Equality and Diversity policy through engagement with schools and career services. This is adhered to through open, non-discriminatory and learner friendly admission procedures which are welcoming, safe, and designed to address the unique needs of individuals, e.g., learning support and classroom support. Impartial guidance, assessment, support, and counselling will be available to all learners and apprentices to promote their opportunity to follow courses of their choice at a level appropriate.

## Curriculum, Teaching and Learning

We promote the equality and diversity policy as part of:

- an apprentice induction through learner handbooks and support
- learning materials which reflect the community
- training sessions which embed equality and diversity topics
- progress reviews to engage learners/apprentices and employers with equality and diversity in the workplace
- our website and social media through links to E&D Policies and associated learning activities.

We provide a range of learning programmes delivered in ways to suit all learners, including those who have not previously succeeded in education.

The curriculum, its delivery and resources used also celebrate key dates of different faiths and religions. They are free from bias, stereotyping, discrimination, and harassment and will promote good relations between people who share protected characteristics and those who do not. Lesson observations will identify good practice or areas for development.

ETL will recognise prior learning and experience and identify opportunities for progression.

We will deliver learning through flexible means which cater for a wide range of learning styles and will consider all learner requirements.

## Environment



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We will continue to develop a physical environment which is welcoming, safe, and designed to address the unique needs of individuals.

We will continually improve physical access to its services.

All signs, communication and instructions will be clear and simple and free from discrimination.

## **Our Legal Obligations**

Equestrian Training has a number of legal requirements to help protect and support employees, learners and apprentices. These include:

- [The Equality Act \(2010\)](#)
- [The Race Relations Act \(1976\)](#)
- [The Race Relations Amendment Act \(2001\)](#)
- [The Disability Discrimination Act 2005](#)
- [The Special Educational Needs & Disability Act \(2001\)](#)
- [The Sex Discrimination \(Gender Reassignment\) Regulations \(1999\)](#)
- [The Sexual Orientation Regulations \(2003\)](#)
- [The Religion or Belief Regulations \(2003\)](#)
- [The Human Rights Act \(1998\)](#)
- [The Equality \(Age\) Regulations \(October 2006\) \(Amendment 2008\)](#)
- [The Gender Recognition Act \(2004\)](#)

## **Commitment and Complaints**

This commitment includes Governors, Management, Senior Training Advisors and all other employees. All staff will be trained on the policy from induction, during meetings, standardisation sessions and following updates. All staff are expected to engage in the policy to ensure that Equestrian Training Ltd provides equal opportunities in employment and training, and prevents bullying, harassment, victimisation, and unlawful discrimination

All staff and learners/apprentices should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against fellow employees, learners/apprentices, suppliers and the public

Learners/apprentices and potential learners who feel they have received unfair treatment under the terms of this policy should raise the matter through the Complaints Procedure. If, for any reason, this route is not appropriate, the matter may be referred directly to the Director.

Any complaints of bullying, harassment, victimisation, and unlawful discrimination regarding members of staff, by fellow employees, apprentices, learners, employers, the public and any others during the organisation's work activities will be dealt with as misconduct under ETL's Staff Discipline Conduct & Grievance Policy and/or Disciplinary Procedures, and any appropriate action will be taken. Complaints referencing third parties may be referred to external authorities.



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## Equality & Diversity Action Plan:

This policy is fully supported by senior management and has been agreed with employee representatives. The policy will be monitored and reviewed annually, unless circumstances arise requiring the policy to be reviewed earlier and we will implement the intentions in this policy via an annual action plan.

Board signatory: *Amy Hodgson*

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