



# NANTWICH NEPTUNE LIFESAVING CLUB

## EQUAL OPPORTUNITIES AND DIVERSITY POLICY

### INTRODUCTION

This policy is aimed at all those responsible for delivering and awarding RLSS UK qualifications and all Learners taking RLSS qualifications.

This policy reinforces our commitment to providing equality and fairness to all and not provide less favourable facilities or treatment on the grounds of age, disability, gender (orientation) or gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

It sets out our intention to deliver a service and range of qualifications that are fair, accessible and do not include any unnecessary barriers to entry. It sets out a framework that seek to ensure all will be treated fairly and with respect.

### OUR COMMITMENTS

We aim to:

- Promote environments where individual differences and contributions of all are recognised and valued
- Encourage environments that promote dignity and respect for all
- Not tolerate any form of intimidation, bullying or harassment and to take appropriate action for any breach of this policy
- Promote equality which we believe is good management practice and make sound business sense
- Encourage anyone who feels they have been subject to discrimination to raise their concerns so corrective measures may be implemented
- Encourage all to treat other with respect and dignity
- Regularly review practices and procedures so that fairness is maintained at all times

### OUR RESPONSIBILITY

It is important that all individuals involved in the delivery and awarding of RLSS UK qualifications and learners are fully aware of the contents of the policy. This can be achieved through induction and ongoing training into individual staff roles and induction of learners onto RLSS UK training programmes.

### AREAS COVERED BY THE POLICY

#### OUR INSTRUCTORS

We commit to incorporating specific and appropriate duties in respect of implementing the Equal Opportunities policy into job descriptions and work objectives of all instructors including any induction and ongoing training identified via our internal performance review arrangements.

#### QUALIFICATION DEVELOPMENT



We will ensure that there are no features that could disadvantage any groups of learners that share a particular characteristic or barriers to entry other than those directly related to the purpose of the units or qualifications.

We aim to enable learners to have equal access to training and assessment for qualifications irrespective of their sex, marital status, age, religion, race, nationality or ethnic origin or disability etc., as above. Assessment must similarly be undertaken without discrimination, and we are required to have policies in place to ensure that such discrimination does not occur either directly, indirectly or as a result of pressure from other bodies. This policy will apply to all satellite/associated venues and there should be arrangements in place to monitor its application and effectiveness.

Where complaints relating to issues of inequality cannot be satisfactorily resolved by us, learners have the right to appeal to RLSS UK via the arrangements outlined in our Complaints Policy.

## **MONITORING THE SUCCESS AND RELEVANCE OF OUR ARRANGEMENTS**

We are committed to complying with all current and relevant legislation and, which at the time of writing includes, but is not limited to, the Equality Act 2010 and Northern Ireland Equality Law and laws relevant to countries it operates or has an interest in delivering RLSS UK qualifications.

As part of the learner registration and certification processes for qualifications and units, we may collect information on diversity, requests for special considerations, access arrangements and feedback from learners, and other stakeholders in accordance with current GDPR and Data Protection legislation.

All relevant issues identified that suggest that our provision or services may have unnecessarily impacted on learners must be reported to us immediately who will be responsible for ensuring that relevant staff introduce, as appropriate, amendments to provision and/or services where necessary and in accordance with our documented procedures for developing and reviewing units and qualifications.