



## Equality and Diversity Policy Statement

Treepartner Training is committed to equal opportunities in all aspects of its working practices and encourages a culture of fairness, dignity and respect in which individuals may reach their full learning potential. All clients will be treated fairly and solely on the basis of their merits, abilities and potential regardless of age, gender, sexual orientation, socio-economic background, colour, ethnicity, religious beliefs, disability or any other relevant distinction.

Treepartner Training recognises its obligation to comply with current and future equality legislation and is aware of the nine protected characteristics as set out by the **Equality Act 2010**:

1. Age
2. Disability
3. Race
4. Pregnancy and maternity
5. Religion or belief (including lack of belief)
6. Gender reassignment
7. Sexual orientation
8. Marriage and civil partnership
9. Sex

### **Treepartner Training will:**

- Ensure all learners have equal access to learning and training
- Promote respect for all and encourage good relations between individuals who share a protected characteristic and those who do not
- Work towards eliminating any form of unlawful discrimination, harassment, and victimisation
- Allow use of appropriate mechanical/electronic aids to assist learning
- Make reasonable adjustments to training and assessment so that unnecessary barriers are eliminated for learners with specific requirements
- Advise potential learners on the most appropriate course for their needs in order to maximise potential
- Enable learners to have equal access to qualifications without imposing entry requirements, unless specified by industry codes of practice e.g. Lantra Awards and NPTC pre-requisites
- Identify any skills and prior achievements learners may already have which to help place them on the correct training pathway

- Ensure learners with special needs are assessed against the same criteria as any other learner and are not advantaged or disadvantaged in any way
- Provide printed materials that reflect diversity and are non-discriminatory in style and content
- Deal with any complaints promptly and fairly and in accordance with its Complaints and Appeals Policy

***This policy will be reviewed 2 yearly by Richard Allmond (Treepartner Training) or sooner in the case of new legislation/guidance***

