



EQUAL OPPORTUNITIES POLICY

Date Last Reviewed	December 2023
Date Effective From	6th January 2024
Date of Next Planned Review	December 2024
Signed	Natalie King, Managing Director

Relevant legislation:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Age) Regulations 2006
- Equality Act 2006, Part 2
- Equality Act (Sexual Orientation) Regulations 2007

Statement of intent:

AccXel is committed to the elimination of discrimination and the celebration of diversity. We will challenge and, where possible, engage and educate individuals who display attitudes that discriminate against any of the nine protected characteristics. We will actively promote this to all our stakeholders, learners and employers, through our business ethos, literature, communications and teaching.

- Age
- Disability
- Gender reassignment.
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

This policy applies to staff, learners, those seeking to be learners, employees and applicants for employment and employers.

Rationale:

In addition to the statement of intent AccXel is committed to developing an organisation that adopts and engages in mutual respect and understanding. We recognise everyone has a right to be different. We will encourage and support our staff, learners, partners and stakeholders to uphold the principles of equality and diversity at all times and not just in the workplace. Additionally, we will promote and develop the concept of equality and diversity by:

- Ensuring that no one in the scope of this policy receives less or more favourable treatment on the grounds of gender, marital status, age, responsibility for dependants, socio-economic status, race, colour, ethnic or national origin, political or religious conviction, sexual orientation, disability, membership/non-membership of Trade Union, local geographic (rural or community) factors or is disadvantaged by conditions or requirements which cannot be shown to be justifiable to the Senior Management Team.
- Creating an accessible and engaged organisation and extend opportunities in training and employment to those groups identified as under-represented in training and to promote lifelong learning.

- Recognising that engaging in and working towards equality of opportunity is not additional or marginal to its activities, but central to the efficiency and development of the organisation, as an employer and as a provider of training.
- Taking positive steps to implement this policy and monitor and evaluate its development. All AccXel staff and learners have a mutual responsibility for engaging with and implementing this policy. This includes the training and updating of staff.

AccXel's objective is to identify practices, procedures, and customs in all areas of activity which may unfairly discriminate individuals (directly or indirectly) and replace them, as relevant, with practices and procedures that ensure equality of opportunity. This will include:

- Monitoring policies and procedures that provide equality of opportunity to both learners and staff.
- The policy will be embedded within the recruitment strategy.
- Developing a marketing strategy, which addresses the needs of specific client groups, including ethnic minorities, women, and people with special needs to extend participation, increase social inclusion, and improve employability.
- Monitoring enrolment procedures to ensure they expand access to learning.
- Providing excellent and effective support services and training for learners and staff
- Establishing robust grievance and disciplinary procedures to protect staff and learners from discriminatory behaviour based on prejudiced attitudes. We will commit to review these procedures annually.

Supporting people with disabilities, (<https://www.citizensadvice.org.uk/law-and-courts/discrimination/what-are-the-different-types-of-discrimination/duty-to-make-reasonable-adjustments-for-disabled-people/>)

AccXel recognises its responsibilities under the Disability Discrimination Act 1995. In addition to the statements above we will make reasonable adjustments, wherever possible, to facilitate the access and participation of training to all. It is understood that not all courses will be appropriate for some people to participate in safely. These limitations must be identified to the potential learner on induction.

Adjustments can only be made if it is reasonable to do so. This would depend on the following:

- The learner's disability.
- How practicable the changes are.
- Would the change overcome the disadvantage the individual and other disabled people's experience.
- The cost of making any changes.
- If any changes have already been made.

Examples of reasonable adjustments are:

- Providing ramps and stairway lifts
- Making doorways wider
- Installing automatic doors
- Providing more lighting and clearer signs
- A portable induction loop for people with hearing aids
- BSL interpreters
- Providing information in alternative formats, such as Braille or audio CD's
- Extra staff assistance.

This policy statement is available to all learners and staff. Equal Opportunities engagement and practices will be promoted through the generation, dissemination and monitoring of specific guidelines, action plans and codes of practice, which are annually reviewed. Equal Opportunities will be an integral aspect of the Company's operations.

To view and/or download a digital copy of the Equal Opportunities Policy, please visit our website:

[Student wellbeing and safeguarding - AccXel.](#)

This policy has been agreed by the AccXel senior management team and agreed.

Signed:

Natalie King

Date: 06/01/2024