

EQUESTRIAN QUALIFICATIONS GB LIMITED (“EQL”)
EQUAL OPPORTUNITIES AND ACCESS TO FAIR ASSESSMENT POLICY

EQL is committed to the principle of equal opportunities in employment and declares its opposition to any form of less favourable treatment, whether through direct or indirect discrimination accorded to employees or candidates on the grounds of their race, age, religious beliefs, creed, colour, disability, ethnic origin, nationality, marital/parental status or sexual orientation.

EQL recognises its obligations to provide equality of opportunity and access to fair assessment under the current legislation including:-

- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Special Educational Needs and Disability Act 2001
- The Human Rights Act 1998
- Sex Discrimination Acts, Race

- For the elimination of discrimination on grounds of age, sex, marital status and the promotion of equality of opportunity and access to fair assessment.

- For the elimination of discrimination on the grounds of race and the promotion of equality of opportunity and access to fair assessment.

- For the elimination of discrimination on the grounds of disability and the promotion of equality of opportunity and access to fair assessment.

EMPLOYMENT PRACTICES

- EQL states its wholehearted support for the principles and practices of equal opportunity and recognises that it is the duty of all employees, centres and candidates to accept their personal responsibility for fostering a fully integrated environment by adhering to the principles of equal opportunity and maintaining racial harmony.

- EQL will actively promote equal opportunities through the application of policies which will ensure that individuals receive treatment that is fair and equitable.

- EQL recognises the problems that sexual/racial harassment may cause and is committed to ensure that such unacceptable behaviour does not take place.

- EQL recognises that the detriment a disabled person endures as a consequence of their disability can in many instances, be removed by the adoption of special consideration and reasonable adjustments.

EQL is committed to ensure that such adjustments will be effected where reasonably practicable and where the detriment is substantial.

- EQL will, whenever possible, remove the need for special consideration and reasonable adjustments in its assessment processes by adopting an inclusive approach when developing assessment criteria and assessment strategies.
- In order to fulfil industry requirements it is sometimes the case, due to the practical nature of the qualification that by allowing a candidate to participate would contravene the Health and Safety Regulations. In this instance, a full consultation process will be instigated by EQL, the candidate, their parent/guardian, trainer, medical practitioner and relevant disability group. Candidates whose disability restricts their participation will be signposted towards alternative, more appropriate training and or qualifications.

MONITORING AND REVIEW ARRANGEMENTS

- EQL recognises that regular monitoring of ethnic origin, sex and disabled candidates is essential to the thorough review of effectiveness of this policy. Data is reviewed by the Qualifications and Training Advisory Committee and the results of the monitoring activity are presented to the Board of Trustees who will, where necessary, recommend appropriate action to ensure full compliance with regulatory requirements.

GRIEVANCE AND DISCIPLINARY PROCEDURES

- EQL will ensure that any candidate who believes that they have experienced unfair discrimination, will be properly represented in any grievance proceedings.