

The Blackford Centre is committed to eliminating discrimination and encouraging diversity amongst our workforce and learners. Our aim is that our learning environment will be representative of all sections of society and each learner feels respected and able to give their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and for the learners that study with us. We will not discriminate on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation, as per the Equality Act of 2010. We oppose all forms of unlawful and unfair discrimination.

All learners will be treated fairly and with respect. All learners will be helped and encouraged to develop their full potential and their talents and resources will be fully utilised to maximise the efficiency of the organisation and the learning environment.

Our commitment:

- We will create an environment in which individual differences and the contributions of all our staff and learners are recognised and valued.
- Every employee and learner is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all learners.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management.
- The policy will be monitored and reviewed biennially.
- Due to the distance learning process, our learners are self-selecting, and we are unable to discriminate against them. We believe our home-study format encourages people who might otherwise suffer discrimination to advance themselves and as such, represents positive action.

We know it is important that all learners have access to fair assessment, a fair process for initial assessment and the opportunity to request reasonable adjustments.



Please read our Reasonable Adjustment Policy and Procedure for more information on how we support learners with additional needs.

Our Registration and Induction Procedures ensure all learners have access to the same high quality information and are treated fairly and with respect while undertaking the registration and induction process.

Action plan

All job vacancy advertisements will be screened for language that might discourage certain applicants.

Equality and diversity will be added to the agenda and discussed at least once a year at the staff meeting, and the results made public to all staff.

The CEO will biennially check that the organisation complies with the terms of the Equality Act 2010 (Specific Duties) Regulations 2011.