

Overview

It is Beacons policy to promote equity and diversity in all areas of the company. We will not tolerate discrimination on unlawful or unfair grounds. All will be treated equally and given equal access to the course and company life. All will have equal opportunity to benefit from all that we offer. Our intention is to develop an ethos in which all will thrive. Diversity and differences will be valued and respected by all and they will contribute to the richness of Beacon.

Objectives

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant provision.
2. To ensure that teaching, learning and assessment promotes equity, celebrates diversity and promotes community cohesion.
3. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their gender, colour, race, age, ethnic or national origin, disability or religious beliefs.
4. To recognize, celebrate diversity within our community whilst promoting community cohesion.
5. To ensure that those with management responsibility and individual staff accept responsibility for planning, organization and delivery of appropriate educational material to ensure that this policy for equity and diversity is woven into all we do.
6. To ensure that learners and employers are fully involved in the provision delivered by Beacon.

Strategies

1. Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within Beacon reflect the objectives of this policy.
2. Employers will be involved and consulted about the provision being offered by Beacon.
3. Assessors and trainers will ensure that their planning, teaching, learning and assessment takes account of this policy and ensures that equity underpins all their work.
4. The diversity within Beacon and the wider community will be viewed positively by all and this diversity will be recognized as a rich resource for teaching and learning.
5. INSET / CPD opportunities will be provided for staff, to raise awareness and provide practical examples of suitable materials.
6. The positive achievements of all learners will be celebrated and recognized.

Outcomes

This policy will play an important part in the educational development of individual learners and staff. It will ensure that all learners are treated as favourably as others and that Beacon will make all the reasonable adjustments necessary to promote equity and community cohesion. Learners and staff from all backgrounds will be treated as equal and valued members of the community.