

Equality and Diversity

On Course South West is responsible for making sure that staff and learners abide by its Equality Policy and is committed to promoting diversity and preventing discrimination of any kind.

The purpose of an Equal Policy is to make sure that no-one will experience unfair treatment because of, for example, their age, disability, gender, ethnic or national origin, faith and belief or absence of belief, sexual orientation, transgender status, marital status, pregnancy or other characteristics. These are examples only and the Company will act on offensive or harassing behaviour of any kind.

The Company is required under the Equality Act to ensure an environment free from harassment and to promote equality of opportunity. All staff and tutors receive regular updates to their training, including the embedding of cultural diversity on all courses.

What does this mean for you?

As a learner, you are entitled to a learning environment free from discrimination, where you will not be treated unfairly.

A range of support is available to all our learners:

- A free place for your support worker if you have learning disability or other needs
- An initial assessment that enables you to show your current skills/knowledge in the subject area that you have chosen
- Screening and support to improve your functional skills (English and maths) if required
- Regular feedback on the progress you have made on your course by completing your Individual Learning Plan

However, you as a learner, also have responsibilities and these include:

Behaving in a way which does not offend others, is not discriminatory in terms of race, gender or disability, and shows care, consideration and respect to all staff and fellow learners. The Company does have a policy and procedure in place for learners who feel they are being bullied or harassed by other learners. This is available upon request.

In addition, for those with specific needs additional support could include:

- Pre-course and learning materials that can be made available in a variety of formats, e.g. large type format, electronic etc.
- Reasonable adjustments if appropriate, for example special equipment for visual or hearing impairment, access to signers or translator
- Accessible venues or where not possible changes to venues as a reasonable adjustment for example for wheelchair users.

Prospective learners with additional needs are encouraged to contact Learning Advisers as early as possible to discuss their needs and any reasonable adjustments.