

Diversity and Inclusion policy (Accredited training)

October 2024

Overview

Suffolk Wildlife Trust (SWT) believes all learners should have equal access to training and assessment for qualifications irrespective of their age, disability, economic status, ethnic or national origins or nationality, gender, marital status, race, religion or belief and sexual orientation. Our assessments must similarly be undertaken without discrimination. Centres are required to have in place a policy to ensure that such discrimination does not occur either directly, indirectly or as a result of pressure from other bodies. This policy should apply to all satellite/associated venues and there should be arrangements in place to monitor its application and effectiveness.

We recognise that equality of opportunity cannot be achieved without:

- Developing procedures and practices which actively seek to promote equal opportunities and oppose discrimination
- Training for staff, management and Trustees
- Establishing an environment in which people feel free to challenge discrimination.

Inclusion

SWT welcomes all people irrespective of gender, race, culture, colour, creed, sexual orientation, age, class, religion, political belief or disability. We will not tolerate any form of prejudiced or offensive behaviour although we understand that some participants may carry prejudiced or offensive views.

SWT believes that diversity is a positive asset and values the contribution made by all members of society. We are committed to the principles and practices that support Equal Opportunities. We will endeavour to implement all aspects of this a policy in our work and the way we operate.

SWT will strive to ensure that we do not discriminate against any person on the grounds of:

Age
Gender
Economic status
Ethnic or national origins
Marital status
Pregnancy
Race
Disability
Language
Sexual orientation

Trade union or political belief
Religion or belief
Responsibilities for dependants
Unrelated criminal convictions

SWT recognises that our policies and practice will have a direct impact on the individuals, communities and organisations that we work with. We will try to tackle any discrimination as it arises and work in a way that will provide a positive example to those with whom we work.

Access to learning

Learners will be required to inform us of any additional requirements at the time of booking and reasonable adjustments will be made following the AIM Qualifications Reasonable Adjustments and Special Considerations Policy on a case by case basis.

This policy should be read in conjunction with:
Students complaints procedure
Appeals procedure for learners
Reasonable adjustments and special considerations policy and procedure (as set by Aim Qualifications)

Last modified: October 8, 2024