

## **THE EQUALITY AND DIVERSITY POLICY OF THE ADULT TRAINING NETWORK**

### **(Incorporating the Action Plan for 2018/2019)**

The Adult Training Network (hence forth ATN) is committed to equality and diversity and positively welcomes all people who respect the rights of others.

The ATN actively seeks to prevent all kinds of discrimination.

ATN has incorporated the principles of the Equality Act 2010 which affects equality law at work and in delivering services. Everyone has a right to be treated fairly at work or when using services. The nine protected characteristics that ATN staff might have are as follows: disability, gender re assignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation, gender or age and the eight protected characteristics that ATN users might have are disability, gender assignment, pregnancy and maternity, race, religion or belief, sexual orientation, gender or age

The ATN acknowledges that developing equal opportunities is a continual process requiring review, evaluation and target setting.

The ATN recognises the cultural diversity of the student body. It takes steps to review existing learning materials and methods and to develop new ones to promote equality of opportunity.

Everyone, staff or student is expected to promote equality of opportunity.

The ATN offers equality of opportunity to all potential students and current students to access education and learning.

Learning opportunities will be available to all sections of the community especially those members of the community who have been traditionally disadvantaged from accessing post sixteen education. (e.g. asylum seekers, disabled people, women with young children etc.)

The ATN and its staff will provide the best quality education to all its students and provide opportunities for progression and achievement and advancement in the ATN environment.

Recruitment procedures will ensure that traditionally disadvantaged groups will be encouraged to apply for posts and interviews will be conducted in an impartial and objective manner. All appointments will be on the basis of merit.

Classes will be arranged at times, which suit the needs of parents who have childcare responsibilities.

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Where possible, the Adult Training Network will endeavour to provide childcare facilities in partnership with other agencies.

Both as an employer and as a training organisation ATN is working to resist discrimination in any form and is wholly opposed to discriminatory attitudes and their manifestations.

ATN will extend and maintain non-discriminatory practices within its accommodation and will take positive steps to combat discrimination.

ATN is opposed to all forms of bullying and harassment. Actions considered to be unacceptable include:

- the use of verbal comment or innuendo that will insult or offend others
- the use of written comment, including graffiti, that will insult or offend others
- offensive gestures
- bringing into ATN venues materials that would incite discrimination
- the display of offensive posters, pin-ups or advertisements
- making threats against a person or group
- unwelcome physical contact

ATN will treat all such incidents seriously and will deal with them by:

- offering an immediate response
- encouraging the reporting of incidents, either via the informal incidents and suggestions system or more formally via one of the College's policies and procedures
- establishing and maintaining a record of incidents and the response to them
- developing good practice which will prevent a recurrence of the incident
- monitoring the effectiveness of these measures annually.

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## **Action Plan (2018/2019)**

- Continue the process of analysing the academic performance of learners based on gender, ethnicity, age, gender orientation etc. so that additional support can be offered to learners who are underperforming
- To review the learning materials in use to ensure that they are relevant and updated regularly.
- Ensure that lesson plans and schemes of work embed equality and diversity, including safety, Prevent, Safeguarding issues.
- Ensure that there are opportunities to promote diversity for learners who attend ATN programmes during classroom discussions and in the written assignments that they produce.
- To promote equality and diversity by organising end of term social events where learners are encouraged to share food and drink prepared in the traditions of their countries of origin. Additionally to celebrate diversity through music and dance events which reflect the composition of the student groups.
- Continue to identify and analyse success rates of learners with a declared learning difficulty and/or disability to ensure maximum impact.

Reviewed on 14/06/2018

Date of next review 01/04/2019