



## RLSS UK Qualifications - Equality, Diversity and Inclusion Policy

Applicable to:	✓	Astley Community High School
		Seaton Sluice Middle School
		Whytrig Middle School
Approval body:	Executive Headteacher	

### Status:

Statutory policy or document	No
Review frequency	School to determine
Approval by	School to determine

### Publication:

Statutory requirement to publish on school website	No
Agreed to publish on school website	Yes

### Review:

Frequency	Next Review Due
Every three years	September 2025

### Version Control:

Author	Creation Date	Version	Status
Business Director (BW)	19 June 2022	0.1	Initial draft based on IQL UK model policy (December 2020)
Changed by	Revision Date		
Business Director (BW)	20 June 2022	1.0	Final approved version for publication
Business Director (BW)	25 May 2023	1.1	Updated to reflect IQL UK name and email address changes

## 1 Introduction

- 1.1 At Astley Community High School, we are committed to ensuring that diversity and inclusion are embedded into everything we do. Together we promote a work environment that is inclusive and diverse, and where our people can be themselves.
- 1.2 This policy is shaped by the protected characteristics outlined by the Equality Act 2010 (age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion and belief, and sexual orientation).
- 1.3 This policy also reinforces our commitment to providing equality and fairness to all, and to not provide less favourable facilities or treatment. All those completing, delivering or assessing RLSS UK Qualifications should have equal opportunities.
- 1.4 We do not tolerate unfair treatment or unlawful discrimination, whether intentional or unintentional, direct, or indirect of any kind.

## 2 Definitions

- 2.1 This policy cover three broad areas:
  - **Equality** means treating everyone with fairness and respect and recognising the needs of individuals. It is about addressing existing disadvantage affecting how different people participate in society.
  - **Diversity** is about recognising, valuing and taking account of people's different backgrounds, knowledge, skills, needs and experiences, and encouraging and using those differences to create a cohesive community and effective workforce.
  - **Equal Opportunities** is the development of practices that promote the possibility of fair and equal chances for all to develop their full potential in all aspects of life and the removal of barriers of discrimination and oppression experienced by certain groups.

## 3 Policy statement

- 3.1 All staff, candidates, trainers, assessors and all other relevant personnel involved with the delivery or assessing of RLSS UK Qualifications and awards, should have equal opportunity to access qualifications, assessments, related products and services and that the content of the qualifications and assessments should reflect a wide and diverse audience. We strive to support candidates of all abilities, and to ensure qualifications are awarded in a way that is fair to everyone whilst ensuring the integrity of the qualification is kept - and where relevant, ensuring reasonable adjustments or special considerations are applied for.
- 3.2 It is morally wrong to discriminate directly or indirectly and hinder equality of opportunity. Thus, it is our intention to ensure that no person is subject to unfair treatment in any way and we recognise our responsibilities and legal obligations.

## 4 Policy aims

- 4.1 We aim to:
  - promote environments where individual differences and contributions of all are recognised and valued
  - encourage environments that promote dignity and respect for all

- not tolerate any form of discrimination, intimidation, bullying or harassment and to take appropriate action for any breach of this policy
- promote equality which we believe is good management practice and make sound business sense.
- encourage anyone who feels they have been subject to discrimination to raise their concerns so corrective measures may be implemented
- encourage all to treat others with respect and dignity
- regularly review practices and procedures so that fairness is always maintained

## **5 Our commitments**

- 5.1 We are committed to providing equal opportunities to our employees, candidates, trainers, and assessors along with all other relevant personnel, in an inclusive manner and encouraging diversity in the workplace
- 5.2 We do not tolerate any unlawful or unfair discrimination, and anyone found to be acting in a discriminatory manner may face disciplinary action, which could include dismissal. Everyone has a duty to report unlawful or unfair discriminatory behaviour to a member of management. We actively promote equal opportunities and require everyone to contribute towards achieving this objective.
- 5.3 We believe that treating people with dignity and respect is an important part of realising equal opportunities and diversity.
- 5.4 We will enable all candidates to have equal access to training and assessment for qualifications, irrespective of their sex, marital status, age, religion, race, nationality or ethnic origin or disability, thus ensuring the integrity of the RLSS UK Qualifications or awards is being upheld. It may be that we need to apply to RLSS UK Qualifications for either a reasonable adjustment or a special consideration.

## **6 Referring complaints**

- 6.1 Where complaints relating to issues of inequality cannot be satisfactorily resolved by the school (as the Approved Training Centre/Provider), candidates must be made aware of their right to appeal to RLSS UK Qualifications via the arrangements outlined in our RLSS UK Qualifications Complaints and Appeals Policy.
- 6.2 RLSS UK contact details:
  - [compliance@rlss.org.uk](mailto:compliance@rlss.org.uk)
  - 0300 323 0096
  - Royal Life Saving Society, Red Hill House, 227 London Road, Worcester WR5 2JG