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## Equal Opportunities Policy

'Equal opportunity is about celebrating difference and diversity and as such providing a course structure that can respond to this in a proactive and positive manner'

The Ascent Training Centre is totally committed to the principle and practice of equal opportunities across all it's courses, both as an employer, provider and as a facilitator of such courses. In our work with governing bodies, we will advocate our policies make ever effort to ensure that all participation has equity at its core.

Our Courses can and should be enjoyed and made accessible to everyone and to achieve this:

- The Ascent Training Centre is committed to work towards ensuring that courses are accessible to the many, rather than few. We are completely compliant with DDA 1996 / Equality Act 2010 as we are on 1 Level (ground level) and fully accessible.
- The Ascent Training Centre recognises the need to acknowledge the diversity of provision that is required to ensure people, regardless of their race, sex/gender, disability, age, sexual orientation, social economic background can access courses and develop at a level that is appropriate to them.
- The Ascent Training Centre recognises the need to celebrate difference and diversity of provision as a means of creating entitlement and accessibility to our structure.
- The Ascent Training Centre recognises that equal opportunity is about recognising that people are different and therefore require different provision.
- The Ascent Training Centre recognises the need to consult widely in order to respond to diversity

### Addressing equal opportunities

In addressing equal opportunities, the Ascent Training Centre will respond to issues of equity by:

- Recognising as an organisation – our trainer, assessors and administration staff, add to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- Take positive action to increase the involvement from under represented groups in all aspects of our organisation.

In doing so the Ascent Training Centre supports four key principles as being fundamental to ensuring that everyone can participate in our courses and the achievement of equality of opportunity:

**Entitlement:** People have a right to participate in and access quality and appropriate experiences within our courses.

**Accessibility:** It is the responsibility of the Ascent Training Centre – Our trainer, assessors and administrators to adapt provision to fit the needs of the many

**Inclusion:** Wherever and whenever possible, all to access the same provision.

**Integrity:** Whatever we does a Training Provider to change or adapt provisions, it must be equal worth, challenging, relevant and in no way patronising.

### **Lines of responsibility**

The Ascent Training Centre will strive to become a Training Provider that values diversity and in order to achieve this we recognise that there must be clear lines of responsibility between all segments of the organisation.

### **SLL as an employer**

- Refer to SLL Human Rescources Policy on Equal Opp's.

### **The Ascent Training Centre as a Training Provider**

In our centre approval process with all the governing bodies we will ensure that:

- Approved centres and sites where assessment may take place operate equal opportunities policies that are consistent with best education practise.
- The is a mechanism in place which will enable anyone who believes they have been discriminated against to raise the matter through the appropriate channels and to have access to the relevant Awarding Body if they feel the matter is not appropriately resolved.
- Records relating to equal opportunities disputes are retained by the Ascent Training Centre for a minimum period of 2 years.

### **Trainers and Assessors**

In our training and development of trainers and assessors, we will strive to ensure that they:

- Establish and implement professional and ethical values and practice.
- Promote and apply the principles and practices of equal opportunities.
- Promote positive images of people with special needs.
- Have a commitment to providing entitlement and access to all their professional activities.
- Encourage high expectations and standards of achievement from all they teach.
- Involve everyone in meaningful and appropriate activity to ensure a quality experience.
- Help everyone to achieve his or her full potential.

### **Administrators**

In our involvement of administrators we will expect them to:

- Adopt, promote and practice the values of the Ascent Training Centre.
- Ensure that all can enjoy participation.
- Provide meaningful and appropriate experiences, which recognise and value the diversity of the participants.
- Actively encourage the participation and involvement of people from disadvantaged groups of the community.

### **Policy into Practice**

The Ascent Training Centre recognises that to successfully implement our policies will require the commitment of everyone involved in the training centre. People's attitudes, views and working practices may have to change to ensure that an inclusive agenda is accepted by all and throughout the sport.

This will require the organisation to respond to issues of equality by creating a series of comprehensive action plans that will state in detail how the association and all that embrace its structures move towards a structure that is more inclusive.

The Ascent Training Centre has therefore committed itself to the following action plan:



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See Ascent Training Centre Equity Strategy covering Actions/Targets under the heading of:

1. Policy Development
2. Training and Development
3. Publicity and Information
4. Positive Action Initiatives/Pilot projects
5. Monitoring and Evaluation
6. Resources