Equal Opportunities Policy

Our aim:

1. To eliminate unlawful discrimination, harassment and victimisation
2. To promote and advance equality of opportunity in education, training and employment
3. To promote and foster good relations between everyone

To do this, we will:

- Ensure there is no less favourable treatment for anyone
- Ensure no factors give rise to discrimination
- Remove or minimise disadvantage suffered by anyone
- Take steps to meet the needs of people that are different to the needs of other people
- Encourage people to participate in public life or in other activities where their participation is disproportionately low
- Tackle prejudice
- Promote understanding between others

Equality of opportunity in access to qualification and assessment

Cadet Vocational College supports equal opportunities in education, training and employment and is committed to ensuring that anyone who wants to gain a Cadet Vocational College led qualification faces no unnecessary barriers in doing so.

The Equality Act 2010

The Equality Act 2010 is a consolidation of existing law into a single legal framework which protects people from discrimination, harassment and victimisation. The nine main pieces of legislation which have merged are:

1. the Equal Pay Act 1970
2. the Sex Discrimination Act 1975
3. the Race Relations Act 1976
4. the Disability Discrimination Act 1995
5. the Employment Equality (Religion or Belief) Regulations 2003
6. the Employment Equality (Sexual Orientation) Regulations 2003

7. the Employment Equality (age) Regulations 2006
8. the Equality Act 2006, Part 2
9. the Equality Act (Sexual Orientation) Regulations 2007

The Act simplifies, strengthens and harmonises the current legislation to provide Britain with a new discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

Who is protected?

The Act protects all people who have any protected characteristics, who are perceived to have any protected characteristics and who are associated with someone who has any protected characteristics. The following nine characteristics are explicitly protected: age, disability, gender reassignment (transgender), marriage and civil partnership, pregnancy and maternity, race/ethnicity, religion or belief, sex/gender, and sexual orientation.

Definitions

Prohibited conducts means that it is unlawful to discriminate, harass or victimise another person because they have any of the protected characteristics.

Direct discrimination means treating one person worse than the other because of a protected characteristic. Direct discrimination is always unlawful, with the exception of age, which can be objectively justified in rare circumstances; for example, non-admission of a learner who is under the minimum age required for the qualification.

Indirect discrimination means putting in place a rule or policy or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified.

Harassment includes unwanted conduct related to a protected characteristic which has the purpose or effect or violating someone's dignity or which creates a hostile, degrading, humiliating or offensive environment for someone with a protected characteristic.

Victimisation is treating someone unfavourably because they have taken (or might be taking) action to claim their entitlements or legal rights or supporting somebody who is doing so.

This policy should be read in conjunction with other Cadet Vocational College policies, including: Cadet Vocational College's Recruiting Learners with Integrity and Cadet Vocational College's Reasonable Adjustment and Special Consideration Policy.

Useful website links:

- Pearson Qualification Subject pages
- Guidance on learner gender in registration and certification
- BTEC Centre Guide to Internal Assessment

- Assessment and verification templates