



## Equality and Diversity Policy

ADV Swim School is dedicated to encouraging a supportive and inclusive culture for all learners, employers and external parties engaged within the training programmes provided by the centre.

### Policy

This policy reinforces our commitment to providing equality and fairness to all learners and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. ADV Swim School is opposed to all forms of unlawful and unfair discrimination.

ADV Swim School will endeavour to:-

- To create an environment in which individual differences and the contributions of all learners are recognised and valued.
- To create a learning environment that promotes dignity and respect for every learner.
- To not tolerate any form of intimidation, bullying, or harassment, and to take sanction against any who carry out such action.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To regularly review all our practices and procedures so that fairness is maintained at all times.
- To ensure that learners know how to access reasonable adjustment and special considerations policies to ensure fair assessment for all without compromising the integrity of the qualification delivery.
- To ensure all staff and learners know how to register complaints and to implement the ADV Swim School Complaints procedure.

This policy will be monitored and reviewed regularly to ensure that equality and diversity is continually promoted in the training centre.

Next review date will be January 2023.

Diane Tidey

ADV Swim School

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