

## **LEARNER EQUALITY GUIDELINES**

It is the aim of the EPUT Education Centre to work in line with the Equality Act 2010, and the Human Rights Act 1998 in ensuring that all Learners / Students completing training programmes with the Trust are treated equally, with no person being treated less favourably in relation to the protected characteristics as identified under Equality and Inclusion.

We oppose all forms of unlawful and unfair discrimination or victimisation, and for that reason, this guideline is in place to provide an equal and fair environment for all those participating in programmes.

All those involved in the provision and receipt of learning / training within EPUT, have the right to be treated with dignity and respect. Learners / Students from all sections of society should be treated with consideration, and be supported to do their best.

All Learners / Students, whether part-time or full-time, will be treated fairly and given equal consideration. EPUT Education Centre staff will endeavour to assist Learners / Students to develop their potential, using resources and support developed to assist in this.

EPUT Education Centre team will not discriminate directly or indirectly, or harass Learners / Students because of any of the protected characteristics, in the provision of training / learning programmes.

We will create an environment in which differences and the contribution of all staff and Learners / Students are recognised and valued.

Learning programmes will take place in such a way, as to promote dignity and respect. Learning programmes will be free from intimidation, bullying or harassment. Breaches of the Learner Equality guideline will be regarded as extremely serious, and may lead to disciplinary action being taken.

### **Responsibilities of training staff**

It is the responsibility of all EPUT Education Centre team members to ensure that there is no unlawful discrimination or treatment of Learners / Students. Staff must:

- Comply with EPUT'S policies and procedures
- Not victimise, harass or intimidate others including staff, Learners / Students or third parties who may have one of the protected characteristics. This includes ensuring that no one is discriminated against due to their association with another individual who has a protected characteristic.
- Inform management or raise a concern using the various avenues available, if they observe or become aware of any discriminatory practices or behaviour

### **Equality Training**

All EPUT employees receive Positive Culture training as part of the mandatory training requirements.

Equality and inclusion are topics which are covered within all training programs

### **Grievance/complaint**

Learners / Students have a right to pursue a complaint concerning discrimination or victimisation, via the complaints process. Learners / Students are advised to follow the Education Centre complaints process or follow the Trust Complaints Policy available on the Intranet.

SAMPLE ONLY