

Equity, Equal Opportunities and Diversity Policy

As a regulated Awarding Organisation, BHS Qualifications (BHSQ) is committed to the concept of equality of opportunity within equestrianism at all levels and the principle of equal opportunities. BHSQ will treat people as individuals and provide them with opportunities on the basis of their skills, talents and qualifications so that they are neither disadvantaged nor denied access on the grounds of their protected characteristic. BHSQ also declares opposition to the prejudicial or unjust actions, resulting in the unfair treatment of others on the grounds of a protected characteristic whether through direct or indirect discrimination. The Equality Act 2010 classes the following as protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, Religion or belief, sex and sexual orientation.

Purpose

The purpose of this policy is to provide guidance to relevant individuals on handling equality of opportunity and access that may arise as a result of BHSQ's role as an Awarding Organisation.

BHSQ recognises its obligations:

- To provide equality of opportunity and access to fair assessment under all current relevant legislation, which at the time of writing includes, but is not limited to:
 - The Sex Discrimination Act 1975
 - The Race Relations Act 1976
 - The Disability Discrimination Act 1995
 - The Special Educational Needs and Disability Act 2001
 - The Human Rights Act 1998
 - Equality Act 2010
- For the elimination of discrimination on grounds of age, sex and sexual orientation, marriage and civil partnership, pregnancy and maternity and the promotion of equality of opportunity and access to fair assessment.
- For the elimination of discrimination on the grounds of race, Religion or belief and the promotion of equality of opportunity and access to fair assessment.
- For the elimination of discrimination on the grounds of disability and the promotion of equality of opportunity and access to fair assessment.

Employment Practices

BHSQ states its wholehearted support for the principles and practices of equality of opportunity and recognises that it is the duty of all employees, Centres and candidates to accept their personal responsibility for fostering a fully integrated environment by adhering to the principles of equality of opportunity and promoting good community relations (between people of different ethnic groups and, in Northern Ireland, of religious belief and political opinion).

BHSQ will actively promote equality of opportunity through the application of policies which will ensure that individuals receive treatment that is fair and equitable.

BHSQ recognises the problems that sexual/racial harassment may cause and is committed to ensuring that discrimination and harassment is eliminated and as such any unacceptable behaviour does not take place.

BHSQ promotes positive attitudes towards disabled learners by encouraging participation among disabled people by considering arrangements for making reasonable adjustments for disabled learners in accordance with legislation.

BHSQ will ensure that there are no barriers to entry to units and qualifications it develops and delivers and/or offers for disabled learners, for women or men, or people from different racial groups, other than those directly related to the integrity of units or qualifications. The nature of any barriers will be stated and the inclusion of the requirements that create the barrier justified only and explicitly in terms of the integrity of unit or the qualification. Any details of how the effect of any barriers will be mitigated, including using access arrangements, including reasonable adjustments, will be recorded.

It is the responsibility of all members of all relevant staff and/or consultants involved in any aspect of qualification development and delivery arrangements to comply with this policy. In particular external parties invited by BHSQ to contribute to these arrangements must also, as representatives of relevant learners, ensure that the views of learners and others are taken into account in the development of units and qualifications.

BHSQ is committed to ensure that such adjustments will be effected where reasonably practicable and where the detriment is substantial.

BHSQ will, whenever possible, remove the need for special consideration and reasonable adjustments in its assessment processes by adopting an inclusive approach when developing assessment criteria and assessment strategies.

In order to fulfil industry requirements it is sometimes the case, due to the practical nature of the qualification that by allowing a candidate to participate would contravene the Health and Safety Regulations. In this instance, a full consultation process will be instigated by BHSQ, the candidate, their parent/guardian, trainer, medical practitioner and relevant disability group. Candidates whose disability restricts their participation will be signposted towards alternative, more appropriate training and or qualifications.

Monitoring and Review Arrangements

BHSQ recognises that regular monitoring of ethnic origin, gender and disabled candidates is essential to the thorough review of effectiveness of this policy.

Data is reviewed and the results of the monitoring activity are presented to the Board of Directors who will, where necessary, recommend appropriate action to ensure full compliance with regulatory requirements.

Grievance and Disciplinary Procedures

BHSQ will ensure that any candidate, who believes that they have experienced unfair discrimination, will be properly represented in any grievance proceedings.

Document history

Version	Revision date	Reason
2	30/01/2016	Reviewed, tracking table added.

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