



Equal Opportunities and Diversity Policy

Sporting Futures Training UK Ltd is committed to promoting a best-practice environment, where every learner is treated with respect and dignity. No personnel or learner or any related third party should feel threatened, degraded on the grounds of race, colour, nationality, ethnic or national origin, sex, marital status, sexual orientation, disability, physical characteristics, health, religious or political beliefs.

Sporting Futures Training UK Ltd is responsible for ensuring that all individuals receive equal treatment, for all protected characteristics. Our Services are tailored to accommodate all individuals rather than one size fits all.

This policy will be delivered throughout the employment of staff within Sporting Futures Training and within any recruitment that Sporting Futures Training are involved with, when supporting employers.

We are a safer recruitment employer and we hope that all our learners and employees will abide by our, 'respect for all' ethos.

This policy aims to prevent/tackle any potential/current discrimination, whether indirect¹ or direct², which involves learners and any member of Sporting Futures Training UK Ltd personnel.

Sporting Futures Training staff will be signposted to this policy via their staff training and all staff will implement the policy through their direct involvement with their learners. It will also be placed on the website and Eportal to ensure awareness of our position as an Equal Opportunities organisation.

Sporting Futures Training UK Ltd is responsible for:

- equal treatment of all individuals who have the right to participate and enjoy sport, recreation and allied occupations all personnel involved with
- Sporting Futures Training UK Ltd are, responsible for creating an open and friendly environment for all learners preventing discriminatory behaviour, which will not be tolerated in Sporting Futures Training UK Ltd staking any allegations or incidents of discrimination or any type of unfair treatment extremely seriously and responding to them swiftly.

It is ultimately the responsibility of the Director, Jill Eaton to ensure that this policy is published and accessible to all personnel, learners and any relevant third parties. However, the Partner Associates specific to each qualification are responsible for ensuring this information is fully understood within their tutor team and by the learners who commence courses/programmes in their area.

¹ Indirect – for example, in relation to sex discrimination, it is prohibited to have criteria or practices which, while not being directly discriminatory (such as refusing to recruit female employees or candidates because they might become pregnant), have the **effect** of disadvantaging one sex more than the other. A claim of indirect sex discrimination provides a potential remedy if flexible working is refused or inflexible working imposed on a worker, rather than a right to request flexible working.

² Direct - this is where you openly treat any sector of the community less favourably than others. For example, you may state in a job advertisement that men are only welcome to apply for a particular job vacancy. This is direct discrimination and is unacceptable.

Should you wish to discuss any matter or voice a grievance in relation to the above in confidence, please contact Jill Eaton on 07901 603292 or, alternatively, learners may follow the Sporting Futures Training UK Ltd Learner Complaints Procedure



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Access to Fair Assessment

Sporting Futures Training UK Ltd are committed to providing ongoing support to learners with particular requirements and aspires to eliminate discrimination. On this basis, we ensure accessible services and make appropriate adjustments, where required, to facilitate learners in completing the course/programme as independently as possible. Our personnel are committed to contributing to this practice and the overall aims are to assist learners in managing their individual situation and create a more accessible learning and assessment environment for all. In order for this to be achieved, we aim to determine learners' particular requirements and requests for the provision of access arrangements at an early stage. In making sure our access to fair assessment statement is implemented effectively and all learners are treated fairly, we aim to:

- ensure the access to fair assessment statement and practice are understood and complied with by any personnel involved in assessment and also by learners
- promote equality in relation to the provision of the learning programme and assessment of the qualification
- adhere to related procedures and regulations regarding reasonable adjustments to assessment and special consideration
- ensure buildings and assessment sites used for delivery and assessment are accessible to all learners, as far as is practicable
- request permission for the implementation of specific adjustments from the awarding body where required
- ensure appropriate equipment/personnel (technological equipment or any assistant personnel, ie reader, scribe, practical assistant, etc) is available for selected adjustments to delivery and/or assessment
- use assistive equipment and personnel within the reasonable adjustments framework, as outlined by the awarding body, without disadvantaging others who are not affected by particular requirements.

It is ultimately the responsibility of the Director Jill Eaton to ensure that this statement and related procedures are published and accessible to all personnel, learners and any relevant third parties. However, the partner Associates specific to each qualification are responsible for ensuring this information is fully understood by their tutor team and by the learners who commence courses/programmes in their area.

Learners have the right to raise any issues related to the implementation of access arrangements or make a formal complaint via the Sporting Futures Training UK Ltd complaints procedure or the Sporting Futures Training UK Ltd learner appeals procedure, if they are not satisfied with the outcome of the decision in relation to the access arrangements applied.

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Procedure for Access Arrangements

Stage 1:

Sporting Futures Training UK Ltd evaluates and identifies the need for the implementation of access arrangements due to a learner's particular requirements where a learner reports the request to the tutor/assessor or where it is identified via other acceptable means. At this stage, the learner must provide all necessary evidence (medical evidence/certification, diagnostic test results, a statement from the invigilator/tutor/assessor or any other appropriate information) to demonstrate the condition or reason(s) affecting his/her performance.

Stage 2:

The tutor/assessor communicates the request to the Directors, who checks the learner's eligibility. The Directors collate all evidence required and helps the learner to make the application for reasonable adjustments/special consideration.

Stage 3:

If access arrangements as requested by the learner are not appropriate and the application is rejected by Sporting Futures Training UK Ltd or the Awarding Body, other alternatives will be suggested, where required. If the application for access arrangements is accepted, the decision is communicated to all personnel involved in the delivery and/or assessment and arrangements are made as soon as practicable to assist the learner.

Stage 4:

Monitoring of the eligibility of decisions made, outcomes of the applications and effectiveness of the procedure is conducted via the established Awarding Body procedures. The Director will ensure that the learner completes an evaluation of the effectiveness of the access arrangements and reports this to the Board.

All records relating to the application, relevant evidence and monitoring forms are securely retained for appropriate period of time as advised by Awarding Bodies.

Signed: 

Reviewed: 15th August 2021

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