



THE
HAWTHORNS SCHOOL

Equal Opportunities and Diversity Policy

This policy is designed for candidates who have enrolled on any course or renewal at The Hawthorns School within the Approved Training Centre (ATC).

The Hawthorns School is committed to deliver a service and range of qualifications that are fair, accessible and do not include any unnecessary barriers to entry.

The Hawthorns school commits to incorporating specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions and work objectives of all staff. The Hawthorns School will provide equality training and guidance as appropriate to our staff; including staff induction training as well as further on-going courses as identified via our internal staff performance review arrangements trainer/assessors are familiar with our equal opportunities and diversity policy and procedure.

The Hawthorns School expects candidates to have equal access to training and assessment for qualifications irrespective of their sex, marital status, age, religion, race, nationality or ethnic origin or disability*. Assessment must similarly be undertaken without discrimination.

For complaints regarding issues of inequality please refer to the The Hawthorns School complaints policy. This can be found at: www.hawthornssportscentre.com/adult-training-courses/approved-training-centre-policies/

Where complaints relating to issues of inequality cannot be satisfactorily resolved by The Hawthorns School, candidates must be made aware of their right to appeal to IQL UK via the arrangements outlined in the appeals policy, which can be found at www.hawthornssportscentre.com/adult-training-courses/approved-training-centre-policies

*please review ATC/P Special Considerations and Reasonable Adjustments Policy at [:www.hawthornssportscentre.com/adult-training-courses/approved-training-centre-policies](http://www.hawthornssportscentre.com/adult-training-courses/approved-training-centre-policies)



THE
HAWTHORNS SCHOOL

Review arrangements

The Approved Training coordinator will review the policy annually and revise it as and when necessary in response to customer and learner feedback, changes in our practices, actions from the regulatory authorities or external agencies or changes in legislation.

If you would like to feedback any views, please contact us via the details provided below.

Sean Buchan

Assistant Manager

The Hawthorns School Sports Centre

Pendell Court

Bletchingley

Surrey

RH1 4QJ