



Equal Opportunities Statement 24/11/2016

The Centre is committed to an equal opportunities policy that does not discriminate against any individual or group on account of their gender, disability, age, race, ethnic or national origin, political beliefs, sexual preferences, offending background (note, when working with young children section one offences apply) marital status or responsibility for dependents.

The Centre is always mindful of discrimination; consequently it is actively engaged in the promotion of good practice, ensuring equal opportunities for access to vocational qualifications and meeting the needs and wishes of the service users.

In order to achieve this statement, the Centre has established ways of monitoring and reviewing its policies and practices.

The Centre is highly committed to the fair treatment of those that are identified as candidates. The awards offered by the Centre can either be put together as complete awards or individual unit accreditation, depending on the candidate's circumstances.

The Centre welcomes people that have been discriminated against in the past in particular:

- Woman.
- Part time staff.
- People who have a physical impairment.
- People at the extremes of society.
- People without employment.
- People who are multi-lingual but do not have English as their first language.
- Ethnic minorities.
- Young People.
- Young Offenders (section one offenders cannot work with children).

This policy will be reviewed annually by Joanne Pendlebury, Director of Waterland. It will be monitored through information gained on our candidate's registration forms.

As part of the Centre's commitment to equal opportunities, all staff receives training on equal opportunities issues.