

# Equal opportunities and diversity policy: training



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## Introduction

This policy is aimed at our customers, including learners, who are delivering/enrolled on or have taken FitPro qualifications or certifications.

It sets out our intention to deliver a service and range of qualifications and certifications that are fair, accessible and do not include any unnecessary barriers to entry.

FitPro is committed to providing equality of opportunity so that all learners can achieve their full potential. This applies to enrolment and assessment.

## Responsibility statement

FitPro will not discriminate against or treat any individual less favourably on the grounds of age, gender, marital status, race, disability, colour, sexual orientation, nationality, ethnic origin, religion, social background or any other irrelevant distinction.

## Reviewing arrangements

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

If you would like to feed back any views, please contact us via the details provided at the end of this policy.

## Areas covered by the policy

- ***FitPro staff***

FitPro commits to incorporating specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions and work objectives of all staff.

FitPro will provide equality training and guidance as appropriate to our staff, including as part of a member of staff's induction training as well as further ongoing courses as identified via our internal staff performance review arrangements.

- ***Qualification and certification development***

FitPro will ensure that there are no barriers to entry for qualifications and certifications we develop and deliver and/or offer for disabled people, for women or men, or people from different racial groups, other than those directly related to the integrity of the qualifications or certifications. 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 the qualification or certification. Any details of how the effect of any barriers will be mitigated, including using access arrangements, including reasonable adjustments, will be recorded.

FitPro will also make every practical effort to ensure that materials, services and facilities are not only free from bias but will also support employees, associates, approved centres and learners in maximising employment and personal development and achievement opportunities.

- ***Access to training and assessment***

FitPro will enable learners to have equal access to training and assessment for qualifications or certifications irrespective of their sex, marital status, age, religion, colour, race, nationality or ethnic origin or disability. Assessment is also undertaken without discrimination. FitPro is committed to ensuring that such discrimination does not occur either directly, indirectly or as a result of pressure from other bodies.

## **Monitoring the success and relevance of our arrangements**

FitPro is committed to complying with all current and relevant legislation, which at the time of writing includes, but is not limited to, the Equality Act 2010.

As part of the learner registration and certification processes for qualifications, FitPro will collect information on diversity, requests for special considerations, access arrangements and feedback from learners. This information is then passed onto the qualification awarding body and all relevant issues identified that suggest our provision or services may have unnecessarily impacted on learners will be reported back to the awarding body qualifications development team, who will be responsible for ensuring that relevant staff introduce, as appropriate, amendments to provision and/or services where necessary and in accordance with our documented procedures for developing and reviewing units and qualifications.

## **Contact us**

If you've any queries about the contents of the policy, please contact:

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