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Equal Opportunities and Diversity Policy

South West Roofing Training Group operates a policy of equal opportunity for all Learners and actively encourages its assessors and trainers to explore all opportunities that will allow learners to achieve an award or certificate.

Diversity and Discrimination

The training groups policy of equal opportunities will ensure that no Learner receives less favourable treatment than any other on the grounds of age, ethnic origin, colour, race, nationality, gender, sexuality, marital status, pregnancy, religion, political belief, disability, employment status (whether or not the learner is employed) or first language (whether or not the learners first language is English).

Disability

The Disability and Discrimination Act defines a disabled person as someone who has a physical or mental impairment that has a substantial (neither minor nor trivial) and long-term effect on his or her ability to carry out day-to-day activities.

Special Assessment Requirements for NVQ Learners

QCF NVQ Diplomas require that a Learner demonstrates their competence in performing work skills and use of knowledge at their place of work. The nature of working at height on roofs will present severe difficulties to less able-bodied persons in respect of access to the work area.

Assessors and trainers must take into account any learning difficulties or physical disabilities of the Learner when arranging assessments. If special arrangements, facilities or training is required for the Learner then this must be referred to the Internal Quality Assurer (IQA) and the Training Co-ordinator for liaison and action as necessary.

A copy of this policy will be issued to the learner on completion of their registration for a QCF NVQ Diploma.

Note: The term 'Learner' includes all persons registered for NVQ awards, all persons enrolled on apprentice training programmes and all training course delegates.