



SNAP Cymru Training - Equality and Diversity Policy

1 Definition

SNAP Cymru is committed to providing learners with the opportunity to achieve. SNAP Cymru training provision must be fair and equal to ensure that wherever possible all learners with the relevant skills, knowledge and understanding can have their achievement recognised'. SNAP Cymru is committed to develop and offer provision that is representative of the communities the organisation serves.

2 Audience

2.1 The intended audience for this document is:
All learners who undertake SNAP Cymru training courses.

2.2 This policy applies to:

- units included in our AGORED Framework, including all materials required
- publicity and marketing materials
- internal and external training events run by and/or on behalf of SNAP Cymru.

3 Introduction

3.1 SNAP Cymru is committed to being an equal opportunities organisation. SNAP Cymru is opposed to discrimination on any grounds, including those of race, language, colour, nationality, ethnicity, regional or national origin, gender, rurality, sexual orientation, marital status, age, religious belief, disability or social background.

3.2 SNAP Cymru will work with organisations in Wales to develop good practice in the creation of additional educational opportunities for groups currently under-represented.

Positive action strategies will include the promotion of good practice in educational provision.

4 Policy

4.1 SNAP Cymru will ensure that equality of opportunity is promoted in access to our Training courses and events and that unfair or unlawful discrimination, whether direct or indirect is eliminated.

4.2 SNAP Cymru will ensure that:

- the widest possible diversity of candidates can access the content and assessment of our provision
- representatives of learners will be involved in the development of training/AGORED accredited units to ensure that barriers to entry or participation are mitigated
- access to equality of opportunity in assessment is expressed within the SNAP Cymru' access to fair assessment policy
- information regarding the application of reasonable adjustments is recorded, monitored and used to inform future developments
- Content and assessment demands of our courses will be appropriate to the Knowledge, understanding and skills specified and will not act as unnecessary barriers to achievement
- language used in all materials will be clear, free from bias and appropriate to the target group
- SNAP staff and volunteers are trained to identify issues relating to equality and diversity especially in the development/provision and assessment of learning
- annual review meetings with AGORED Cymru will provide an opportunity for dialogue on ways to enhance curriculum, resources and assessment practice in line with both Agored Cymru and SNAP's own equal opportunities policy
- published and/or endorsed materials reflect the equality and diversity policy
- all products and services are reviewed against this policy.

4.3 SNAP Cymru will ensure that:

- all processes concerned with assessment are carried out in a fair and objective manner
- adhere to legislation regarding equality and diversity
- operate an effective equality and diversity policy, with which learners are familiar and which is applied to all learners using SNAP Cymru training
- operate an effective appeals procedure, with which learners are familiar and which is applied to all learners

4.4 SNAP Cymru will review the policy annually and revise it as and when necessary in response to learner and stakeholder feedback, changes in practice, requirements of the Awarding Body or external agencies or changes in legislation. The review will ensure that procedures continue to be consistent with the regulatory criteria and are applied properly and fairly.

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Approved: June 2010

Revision: May 2015

Review date: June 2018