

Equal Opportunities Policy

Scope

Osborne Training Services (OTS) are committed to promoting equality of opportunity for all students. We aim to create a training environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

We do not discriminate against students on the basis of age, disability, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, race (including colour, nationality, ethnic or national origin), religion or belief, sex or sexual orientation (protected characteristics), as per the Equality Act 2010.

The principles of non-discrimination and equality of opportunity also apply to the way in which staff treat visitors, clients, customers, suppliers, and former staff members.

Forms of Discrimination

Discrimination by or against a student is generally prohibited unless there is a specific legal exemption. Discrimination may be direct or indirect and it may occur intentionally or unintentionally.

Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics set out above.

Indirect discrimination occurs where someone is disadvantaged by an unjustified provision, criterion or practice that also puts other people with the same protected characteristic at a particular disadvantage.

Harassment related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Victimisation is also prohibited. This is less favourable treatment of someone who has complained or given information about discrimination or harassment or supported someone else's complaint.

Disability Discrimination

If you are disabled or develop a disability, we encourage you to tell us about your condition so that we can support you as appropriate.

If you experience difficulties during your course because of your disability, you may wish to contact your tutor to discuss any reasonable adjustments that would help overcome or minimise the difficulty. We may wish to consult with you and your medical adviser(s) about possible adjustments. We will consider the matter carefully and try to accommodate your needs within reason. If we consider a particular adjustment would not be reasonable, we will explain our reasons and try to find an alternative solution where possible.

Breaches of This Policy

If you believe that you may have been discriminated against or harassed, you are encouraged to raise the matter through our Grievance Procedure. If you are uncertain on how to proceed you should speak to the Training Department.



Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure.