

## 1. Equality Act 2010

The definition of disability under the Equality Act 2010 - You're disabled if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

RDG commits itself to the active promotion of Equal Opportunities and is concerned with combating discrimination of any kind.

## 2. Equal Opportunities Statement

- RDG is committed to the active promotion of equality of opportunity for all and opposes unlawful or unfair discrimination of any kind.
- RDG aims to enable its learners and staff to maximise their individual potential through the promotion and implementation of equality of opportunity measures.
- RDG seeks to employ a workforce, which reflects the diverse community it serves, because it values the individual contributions of all people.
- RDG seeks to promote equality of opportunity within employers and other organisations with whom it works
- RDG recognises that certain physical, personal, institutional and cultural barriers exist which should be reduced or eliminated.

## 3. Disabled Learners

The assessment for support needs for disabled learners on programmes is undertaken by the Learning & Development Director and employer. An assessment of need is agreed and support for any further assessment identified. Prior approval will be sought from the External Verifier for any adjustments required to the assessment situation.

## 4. Learning Support

The Learning Support offers specialist advice, assessment and resources for learners with learning difficulties and /or disabilities. Experienced staff deliver classroom support, 1:1 tuition and communications support.

## 5. RDG can offer Learners

- A proven high standard of examination results and achievements
- Highly qualified staff who have a wealth of professional experience
- Courses which build on existing skills, knowledge and qualifications
- The opportunity to continue education in a mature environment

RDG takes very seriously its policy of offering equality of opportunity to learners regardless of sex, gender reassignment, marital status, civil partnership, physical status or any disability, racial or ethnic origin, nationality, creed or religious belief, sexual orientation, age, pregnancy and maternity or employment status.

## 6. Admission

Potential learners are asked to give information about learning difficulty/physical disability on the Enrolment Form and all applications requiring additional support needs sent to the Learning and Development Director.

## 7. Learning Difficulties

If a learner has a Specific Learning Difficulty (such as dyslexia) RDG will provide additional support where possible.

## 8. Physical Disabilities

RDG is constantly working with employers to seek access to appropriate learning accommodation for learners.

Trainers work closely with learners to ensure that any course materials are adapted well in advance of when the handouts, textbook chapters etc are required so learners are learning at the same pace as their peers.

The company liaises with examination boards and arranges special concessions for learners so they can take their exams using the same technology and resources as they have studied with for the academic year. RDG may also arrange for extra time, supervised rest breaks or have a reader/scribe as required.

Signature  
(Chris Goodwin):



Position:

Managing Director

Date:

31 March 2019

Review Date:

31 March 2020