Equal Opportunities & Diversity Policy

1. Policy Statement

ARCA/ATaC is committed to the promotion of equality of opportunity in all its training and assessments to encouraging access to all groups, irrespective of race, gender, age, disability or sexual orientation.

The company is working to create an environment in which diversity and individual difference are positively valued in an atmosphere free from harassment and discrimination and takes its legal and moral obligations with respect to equal opportunities seriously.

ARCA/ATaC will not tolerate any form of behaviour or activity that discriminates on the grounds of gender, marital status, family responsibilities, sexual orientation, colour, race, nationality, religious belief, ethnicity, disability, age and unrelated criminal convictions.

No candidate should be disadvantaged or treated less favourably because of conditions or requirements which cannot be justified and ARCA/ATaC will make reasonable adjustments to its arrangements and premises with a view to avoiding any disadvantages for disabled people.

2. Policy Implementation

ARCA/ATaC will ensure that its equal opportunity policy commitments are delivered through the following strategies and processes:
- The implementation, monitoring and review of an action plan with explicit measurable and achievable objectives.
- Working with partner organisations in the field of diversity, inclusion and equalities to enhance equality of opportunity.
- Teaching and Learning will seek to reflect and celebrate the variety of experiences, cultural background, skills and needs which students bring.
- Ensuring that quality assurance and assessment processes address equality issues.

3. Equal Access to Assessment

The programme is subject to the terms and conditions laid out with ARCA's Equal Opportunities policy and all relevant legislation. ARCA/ATaC programmes, procedures, support packages and materials will be reviewed on an annual basis subject to any ARCA/ATaC policy or legislative changes occurring in the interim.