



Treevolution Scotland

Equality and Diversity Policy

1 Context

Treevolution Scotland is committed to comply with our obligations under the current equality legislation (The Equality Act 2010) and are committed to treating people equally and fairly with reference to the protected characteristics outlined in the Act:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

2 RESPONSIBILITIES

Treevolution Scotland will ensure that we regularly evaluate and continually monitor our service delivery to ensure equality and diversity principles are embedded in our practice.

We are committed to upholding and promoting equality of opportunity through all aspects of our work and will treat all people with dignity and respect, valuing the diversity of all.

We will do this by:

- Meeting the needs of individuals and learners including taking into account any barriers individuals may have and ensuring reasonable adjustments where required.
- Treating individuals with dignity and respect, valuing the diversity of all
- Ensuring individuals and learners are not prejudiced and are included
- Ensuring as far as possible that our services are accessible and delivered fairly to all
- Ensuring any marketing or promotional material is free from bias and actively promotes equality of opportunity.

The named person to whom any concerns or issues should be raised is Karen Prophet.

3 Reasonable Adjustment

Treevolution Scotland and its instructors/assessors and staff will identify learners who are having difficulty or are likely to have difficulty in undertaking training or assessment activities. Learners will be involved in all discussions to set any reasonable adjustments.

We will endeavour to accommodate the needs of learners with a particular training, qualification or assessment requirement, according to individual circumstances, ensuring such learners are not disadvantaged in relation to other learners.

Examples of reasonable adjustments may include additional time to complete learning tasks and assessment activities, more breaks if required for levels of physical fitness, support with written materials for individuals who are dyslexic.

4 Monitoring and Review of Policy

Karen Prophet, Business Development Manager, has overall responsibility for promoting awareness of this policy and for monitoring its effectiveness.

This policy will be reviewed every 2 years.