



Equality and Diversity Policy

Hinckley Motorcycle Training Scheme - Commitment to Equality

We are committed to eliminating discrimination and encouraging diversity amongst our team. Our aim is that our instructors and helpers will be truly representative of all sections of society and each individual feels respected and able to give their best. These key principles are also to be offered to learners who undertake training programmes.

Requirements

The aim of this policy is to provide equality and fairness for all in our volunteers and learners involved in our training programmes, and not to discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex and sexual orientation. We oppose all forms of unlawful and unfair discrimination.

All Instructors, helpers and learners, whether part-time, full-time or voluntary / temporary, will be treated fairly and with respect. Selection for suitability, promotion, training or any other benefit will be on the basis of aptitude and ability. All volunteers and learners will be helped and encouraged to develop their full potential and the talents and resources of the entire team will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of all our volunteers and learners are recognised and valued.
- Every volunteer is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all team members.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.

Equality for Learners

Hinckley Motorcycle Training Scheme is committed to providing learners with the opportunity to perform to their potential. The following areas should be considered by all instructors when delivering rider training programmes.

Learner Needs

- Set suitable targets for the performance of individuals and training programmes.
- Learner retention/completion results are monitored according to gender, race and ability/disability. If appropriate, action is taken as a result of this.
- Learner's other achievements are recognised and valued.
- Primary learning goals are set that are achievable whilst challenging the aspirations of learners to pass courses/assessments or ride larger motorcycles.

Instruction & Learning

- Teaching and learning are planned effectively to meet the needs of all learners.
- Instructors and assessors have appropriate knowledge to enable them to help learners with particular needs.
- Instructors use appropriate methods to meet students' individual learning needs and promote productive working relations.
- Instructors promote equality and are aware of potential social and moral issues.
- Instances of prejudice and/or harassment within the training are immediately challenged.
- Learners have suitable access to learning resources and materials to assist their learning.

Resources

- The expertise of technical, administrative and support staff is appropriately and effectively used to support learners and instructors.
- There is appropriate equipment and resources to support teaching and learning.
- General facilities to support learning are of an appropriate quality and readily accessible to students.

Programme Selection

- The chosen rider training programme meets the needs learners and of other stakeholders where necessary.
- The rider training programme is managed effectively and efficiently and provides continuity and progression for all learners.
- All learners conduct an initial assessment at enrolment to discuss the appropriateness of their chosen rider training programme.
- Equality will be a factor in determining the courses, machine size and riding tests offered by our organisation.

Guidance and Support for Learners

- Impartial guidance before, and on entry to rider training programmes helps learners to choose appropriate courses.
- The induction programme for learners contains clear information about Hinckley Motorcycle Training Scheme's commitment to equality, and the policies/procedures/general information relevant to this issue.
- Systems are in place to enable staff to identify students with particular needs quickly.
- Learners receive effective and appropriate support to meet their individual learning needs throughout their programme.