

EQUAL OPPORTUNITIES

HMFS Consultants (HMFS) is committed, without prejudice, to the exigencies of the Equality Act 2010 and for those they work with and, or train. Such commitment requires of all at HMFS, full cognisance and regard of the nine protected characteristics as identified at Part 2, Chapter 1 of the Act:

THE AIMS OF OUR EQUAL OPPORTUNITIES POLICY ARE:

- To foster an environment where individuals can develop to their full potential
- To ensure that all staff and learners are treated equally inline with equal opportunity principles
- To encourage individuals to value each other's contribution and standing at HMFS
- To ensure that all who apply for training at HMFS are treated equally through the selection, recruitment and admissions process.
 - age;
 - disability (including persons with HIV);
 - gender reassignment;
 - marriage and civil partnership;
 - pregnancy and maternity;
 - race;
 - religion or belief;
 - sex;
 - sexual orientation.

The ethos of this Equal Opportunities Policy is imbued throughout the procedures of HMFS and which govern every aspect of our work and with due regard to all features following the major functions of the company and which include:

- Implementation
- Personnel
- Curriculum and Students
- Monitoring
- Accessibility to people with disabilities
- Individuals with Physical Disabilities
- Examination Policy for Students with Learning Disabilities.

The promotion of Equality of Opportunity for all Learners is primarily vested in the Initial Assessment Identification of Needs Procedure of HMFS. This process ensures an overarching Learning Support Action Plan tailored to each Learner's particular needs.

Confidentiality for students with learning support needs will be assured specifically within the Policy through clauses which specify response to the disclosing and holding of information and organisational responsibility; duty toward parents and guardians; exceptional circumstances and student responsibility.

Feedback from users will form part of the bedrock upon which the responsiveness of the Company is based and the Complaints and Appeals Procedure will be rigorously supported. The Procedure includes and specifies the arrangements for induction and the reviewing of progress on learning and assessment programmes; the arrangements for complaints against service provision and arrangements for appeals against assessment decisions.