



Reference # SDC2.3

Author

Sarah Dalrymple

Michael Dalrymple 2018 06

Equality and Diversity :

We are a company started and managed by a female, and we are determined to excel in provision of support for apprentices requiring learning assistance and materials. Our support programmes have been developed and are continuously adapted to meet the needs of the apprentices. Our commitment to complete transparency relating to Equality and Diversity is an important part of who we are.

The potential apprentices currently on the company waiting list already comprise a diversity in culture, gender, race, underrepresented groups and those with challenging learning requirements, all of whom we are committed to delivering apprenticeship to. The success of these students progression through their MA in the work place is dependent on our success in the tender.

We see delivering on our equality duties as set out in the Equality Act 2010, as integral to delivering our vision.

The general equality duty requires SDConsultancy to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations across a range of protected characteristics. These include age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex and sexual orientation.

SDConsultancy's Equality and Diversity policies and procedures are aimed at the promotion of equality and diversity, tackling discrimination and fostering good relations across each of the protected characteristics for:

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

To achieve these aims, SDConsultancy strives to understand and take appropriate action to address any discrimination, looks for potential to promote equality and opportunities to foster good relations in its policies and practices for recruitment, development, promotion, dispute resolution and the exit of its employees, in relation to the protected characteristics.



SDConsultancy
Skills • Development • Careers

Reference # SDC2.3

Author

Sarah Dalrymple

Michael Dalrymple 2018 06

SDConsultancy will always:

1. Understand and take appropriate action to address any discrimination,
2. Advance equality of opportunity for particular groups by
 - a. Improving access to qualifications and attainment,
 - b. Reducing or removing barriers within qualifications and assessments in relation to the relevant protected characteristics,
3. Foster good relations between candidates who share a protected characteristic and those who do not share it by ensuring that people represented in assessment materials reflect the full diversity of Scottish society.
4. Promote equality and diversity of opportunity for disabled candidates through promoting and implementing effective procedures and processes for the provision of reasonable adjustments in SQA assessments.
5. Advance equality of opportunity and foster good relations between male and female learners involved in vocational training.

The SDConsultancy Equality Monitoring data is as captured using the Skills Development Scotland form, as found at

www.apprenticeships.scot