

DTUK Ltd

Statement of Intent on Equal Opportunities in Learning and Teaching

Davidson Training UK Ltd policy on equal opportunities for Learners

You have the right to take part in activities and utilise our services free from harassment or duress. You should be treated on the basis of merit, capacity and potential and not be disadvantaged by gender, race, ethnic or national origin, religious or political beliefs, disability, marital status, age, health, family responsibilities, sexuality, background or any other distinction irrelevant to academic study. In order that equality of opportunity may be implemented, it is necessary to provide additional facilities or services to certain groups and individuals.

Statement of Intent

Davidson Training recognises that it has legal, moral, academic and contractual obligations to ensure that Learners from a wide variety of backgrounds have the maximum opportunity to benefit from their learning programmes. Davidson Training therefore commits itself to ensuring a teaching and learning environment which is free of discrimination, exclusion and oppressive practices.

Davidson Training acknowledges that the varied backgrounds and experience of Learners bring different perspectives, new insights and fresh understandings to learning.

Davidson Training expects staff members and Learners to respect and value diversity amongst OTHER Learners and Employers.

Davidson Training condemns discriminatory behaviour and expects all staff and Learners to challenge discrimination wherever and however it occurs. This might include:

- Demeaning and discriminatory behaviour on the continuum from apparently harmless throwaway remarks to prolonged harassment, systematic bullying or illegal exclusion.
- Practices, often unintended, which, for example: stereotype 'others'; over-emphasise masculine cultures; or make generalised assumptions about groups of Learners.

Implementation of Statement of Intent

All staff is expected to implement the principles above through a number of practical learning strategies and activities. These include:

Planning

Planning explicit actions on equal opportunities within organisational strategic plans to encourage a culture of equal opportunities for all learners.

Considering the needs of all learners as far as practically possible in procedures and practices such as:

- Assessment Planning
- Timetables of appointments
- Use of new technology
- Teaching and Assessment strategies
- Use of language
- Choice of teaching resources
- Use of resources

Publicity

Making clear statements about equal opportunities in all appropriate settings. These might include:

- Publicity and on websites
- Training Programme outlines
- Providing easy access to paper and electronic versions of this statement of intent, the Learner guidelines on equal opportunities and the staff guidelines on equal opportunities

Transparency

Given that many of Davidson Training learning processes are unfamiliar to many Learners, taking all possible steps to make processes transparent, to clarify implicit assumptions and to provide adequate induction to all Learners.

At a more practical level, ensuring that the below are made as clear as possible to all Learners as soon as practical.

- Criteria for processes such as marking assignments and examinations
- Definitions of concepts such as plagiarism