



1. Introduction

C-TAC is dedicated to promoting equality and ensuring that all students have equal access to training opportunities. This policy outlines our commitment to eliminating barriers and creating an inclusive learning environment.

2. Purpose

The purpose of this policy is to:


- Promote equal access to training for all students, regardless of background, ability, or circumstance.
- Foster an inclusive and supportive learning environment.
- Comply with relevant equality and anti-discrimination legislation.
- Prevent discrimination and ensure fair treatment for all regardless of gender, race, ethnicity, disability, age, sexual orientation, religion, or belief.

3. Scope

This policy applies to all training programs, courses, and related activities offered by C-TAC.

4. Principles of Equality and Access

- **Inclusivity:** We strive to create a training environment where all students feel valued and included.
- **Non-Discrimination:** We oppose discrimination in all its forms and ensure equal treatment for all students.

- 
- **Reasonable Accommodation:** We provide necessary accommodations to support the diverse needs of our students.

5. Responsibilities and Assignments

5.1 Management Team

- Oversee the implementation of the Equality and Access to Training Policy.
- Ensure compliance with legal requirements related to equality and accessibility.

5.2 Academic Staff

- Implement inclusive teaching practices and accommodate diverse learning needs.
- Participate in training and development on equality and accessibility.

5.3 Admissions and Student Support Services

- Ensure fair and unbiased admissions processes.
- Provide guidance and support services to facilitate equal access to training.

5.4 Students

- Respect the principles of equality and inclusivity.
- Communicate their needs for accommodations or support to the relevant staff.

6. Implementation Strategies

- **Training Program Design:** Design training programs that are accessible and inclusive.
- **Student Accommodations:** Provide reasonable accommodations to students with disabilities or special needs.



- **Awareness and Training:** Conduct regular awareness programs and training for staff and students on equality and accessibility.
- **Acknowledgement:** C-TAC acknowledges that they are engaged in adult learning and that some learners may have learning difficulties that they may not want to disclose to the class. Faculty members will do their best to identify any difficulties that may arise and deal with these in a tactful and professional manner.

7. Monitoring and Evaluation

- Regularly review and assess the effectiveness of the policy and its implementation.
- Collect feedback from students and staff to inform improvements.

8. Policy Review and Update

- Review this policy annually or as needed to ensure its continued relevance and effectiveness.
- Update the policy in response to feedback, changes in legislation, societal expectations or best practices in equality and accessibility.

