



European Union
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Equal Opportunities Policy



July 2020



Equal Opportunities, Diversity and Inclusion Policy

Scopes

Deere Apprenticeships is committed to the elimination of unfair discrimination and equality of opportunity in its provision of education, training and employment promoting inclusivity for all.

The policy applies to all learners; those seeking to be learners; employees and applicants for employment.

Aims

The Company will:

- Ensure that none of those covered by this policy receives less favourable treatment on the grounds of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- Ensure that any COVID-19 related decisions do not impact or produce less favourable treatment on the grounds of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- create an accessible organisation and extend opportunities in education, training and employment to those groups identified as under-represented in education and training to promote lifelong learning.
- recognise that working towards equality of opportunity is not additional or marginal to its activities, but central to the efficiency and development of the organisation, as an employer and as a provider of education and training.

The Company will take positive steps to implement this policy and monitor and evaluate its development. All Deere Apprenticeships staff, the partners, and learners have a mutual responsibility for implementing this equal opportunities and diversity policy.

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Objective

To identify practices, procedures and customs in all areas of activity which may unfairly discriminate individuals, directly or indirectly, and replace them, as relevant, with practices and procedures which ensure equality of opportunity.

The Company will:

- Encourage greater diversity of services in order that they are available to supply local employment and community needs.
- Monitor policies and procedures that provide equality of opportunity, diversity and inclusivity to both learners and staff.
- Develop a marketing strategy, which addresses the needs of specific client groups, including ethnic minorities, women and people with special needs to extend participation, increase social inclusion and improve employability.
- Monitor enrolment procedures to ensure they extend access to learning.
- Provide adequate and effective support services and training for learners and Deere staff.
- Establish grievance and disciplinary procedures to protect staff from discriminatory behaviour based on prejudiced attitudes and annually review these procedures. To ensure that these procedures exist for learners and staff alike.
- Provide a suitable environment for people with disabilities.

Implementation

This policy statement is available to all learners and staff and will be reviewed annually.

Staff development will be given to staff to ensure that this policy is implemented.

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Equal Opportunities practices will be promoted through the generation, dissemination and monitoring of specific guidelines, action plans and codes of practice, which are regularly reviewed. Equal Opportunities will be an integral aspect of all Deere operations

Policy Review Record

Date of Review	Amendments	Actions	Signature
June 2012	Nil	Nil	<i>C Hardwick</i>
June 2013	Nil	Nil	<i>C Hardwick</i>
January 2014	Terminology adjustment	Nil	<i>C Hardwick</i>
January 2015	Nil	Nil	<i>C Hardwick</i>
July 2016	Nil	Nil	<i>C Hardwick</i>
July 2017	Nil	Nil	<i>C Hardwick</i>
January 2018	Updated 9 Protected characteristics	NIL	<i>L Murden</i>
July 2018	New address	Nil	<i>C Hardwick</i>
June 2019	Nil	Nil	<i>T Tesh</i>
July 2020	with the addition of the COVID-19 statement and risk assessment	Staff made aware (include in updated staff handbook)	<i>C Hardwick</i>

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