

# Civil Defence College

The background image shows a modern, two-story building with a light blue and white facade. A sign on the building reads 'Cosaint Shibhialta Civil Defence' next to a logo consisting of a blue triangle and a red square. The building has a covered walkway with blue railings. The text 'Policy on Equality and Access to Training.' is overlaid in the center of the image.

## Policy on Equality and Access to Training.

**Code of Practice Policy No. 5**

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# Policy on Equality and Access to Training.

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## Contact Details

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For further information, please contact;

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Policy Area	Civil Defence Training	Subject	Equality and Access
Policy Title	Policy on Equality and Access to Training	Reference No.	CDC 2
Effective Date	2020	Approved By	R McGuire
Revision Date	Jan 2022	Policy Owner	G Murphy

## 1. Background

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This policy is developed in the context of the Employment Equality Acts 1998-2011 and Equal Status Acts 2000-2012 which prohibit direct and indirect discrimination, sexual harassment, harassment and victimisation in relation to nine equality grounds: gender, family status, civil status, sexual orientation, age, disability, religion, ethnicity and membership of the Traveller community.

The Disability Act 2005 places significant obligations on public bodies in terms of providing integrated access to services and information to people with disabilities.

This policy reflects the College's commitment to ensure its educational programmes are accessible to all students. We measure this achievement through the implementation of the aforementioned Acts.

## 2. Purpose

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The aim of this policy is to demonstrate Civil Defences commitment to promoting all aspects of equality in its provision of education and development.

The College aims to provide an inclusive environment which promotes equality and values diversity in an environment of dignity and respect where all students can develop their full potential.

Civil Defence College is committed to the continued development of educational practices and learning interventions which do not discriminate on grounds such as gender, civil status, family status, ethnicity, age, disability, sexual orientation, religion or membership of the Travelling community.

### 3. Scope

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This policy applies to all persons participating in training hosted / co-ordinated by Civil Defence College. Beyond the scope of this policy is training organised / hosted by Civil Defence Officers. Please contact the relevant Civil Defence Officer for details on their specific policy.

### 4. Access to education

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The College:

- Is committed to non-discrimination (direct or indirect) in access and participation in education in relation to any of the nine equality grounds: gender, family status, civil status, sexual orientation, age, disability, religion, ethnicity and membership of the Traveller community.
- Seeks to ensure that training programmes provided are free from discrimination and harassment.
- Will ensure its enrolment process, assessment and other procedures do not discriminate directly or indirectly against any student in relation to any of the nine equality grounds.
- Supports an inclusive learning environment of dignity and respect where all students can develop their full potential.
- Is committed to a programme which will seek to identify barriers to equality and full participation and imbalances within College practices where they exist, and take action to redress these.
- Is committed to providing integrated accessible services and information to people with and without disabilities. Will seek to ensure that information is produced in accessible format within the resources of the College.
- Will seek to provide reasonable accommodation to students leading up to and during learning assessments.

## 5. Mainstreaming

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The College seeks to mainstream equality in its planning processes so as to ensure an inclusive anticipatory perspective is incorporated into all College activities and training. This includes ensuring all college staff has undertaken disability and diversity awareness training.

## 6. Accommodating Diversity & Disability

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The College will seek to accommodate the diversity of students from across the nine equality grounds by:

- Actively identifying and addressing student needs across the nine grounds. Different data, feedback and consultation methods will be used for this purpose.
- Providing reasonable accommodation for students with disabilities and providing access to services where practicable.
- Exploring barriers to participation from students.
- Ensuring flexibility in the operation of training programmes to allow student diversity be accommodated.
- Seeking to ensure that students with a disability have as complete and equitable an access to all services as can reasonably be provided.
- Committing to a programme of improving the physical access of facilities and providing accessible information in consultation with the National Disability Authority.

## 7. Equality & Diversity Awareness

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College staff will implement equality & diversity training and awareness programmes into its educational programmes; thereby ensuring diversity retains a central role in our college ethos.

END.



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