



**ProFi**<sup>®</sup>  
*Fitness School*

## **ProFi Fitness School Equal Opportunities and Diversity Policy**

### ***Introduction***

The Equality and Human Rights Commission states: “that every organisation should have an equality policy to ensure equal opportunities, and share it with staff and (as appropriate) with customers, clients or service users and others who may be interested in it, such as organisations considering contracting with them”.

This policy is aimed at our school and learners, who are delivering or enrolled on or have taken our qualification. It sets out our intention to deliver a service and range of qualifications that are fair, accessible and do not include any unnecessary barriers to entry. This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any government departments, and any other statutory bodies.

### ***School's responsibility***

It is important that our staff involved in the delivery of our qualifications and your learners are fully aware of the contents of the policy (e.g. via their induction training)

### ***Review arrangements***

We will review the policy annually and revise it as necessary in response to customer and learner feedback, changes in our practices, actions from the regulatory authorities or external agencies or changes in legislation. If you would like to feedback any views please contact us via the details provided at the end of this policy.

### ***Areas covered by the policy***

ProFi Fitness School commits to incorporating specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions and work objectives of all staff. ProFi Fitness School will provide equality training and guidance as appropriate to our staff; including induction training as well as further on-going courses as identified via our internal staff performance review arrangements.

### **Qualification Development**

ProFi Fitness School will ensure that there are no features that could disadvantage any groups of learners that share a particular characteristic or barriers to entry, other than those directly related to the purpose of the units or qualifications. The nature of any such features or barriers will be stated and the inclusion of the requirements that create the barrier justified in terms of why they are required for the particular qualification.



**ProFi**<sup>®</sup>  
*Fitness School*

ProFi Fitness School will enable learners to have equal access to training and assessment for qualifications irrespective of their gender, marital status, age, religion, colour, race, nationality, ethnic origin or disability (the Protected Characteristics).

Where complaints relating to issues of inequality cannot be satisfactorily resolved by the School, learners must be made aware of their right to appeal via the arrangements outlined in our Appeals Policy. Monitoring the success and relevance of our arrangements ProFi Fitness School is committed to complying with all current and relevant legislation.

As part of the learner registration and certification processes for qualifications and units, ProFi Fitness School may collect information on diversity, requests for special considerations, access arrangements and feedback from learners.

All relevant issues identified that suggest our provision or services may have unnecessarily impacted on learners will be reported back to our Operations Manager will be responsible for ensuring that relevant staff introduce, as appropriate, amendments to provision and/or services where necessary, and in accordance with our documented procedures for developing and reviewing units and qualifications.

#### **CONTACT US**

If you have any queries about the contents of the policy, please contact our team on:

Email : [office@profi-fitness.ie](mailto:office@profi-fitness.ie)

Phone : 087 3448483

Website : [www.profi-fitness.ie](http://www.profi-fitness.ie)