ORSMS Equality Policy

Introduction
Outreach Rescue Medic Skills Ltd (‘ORMS’) is committed to the active promotion of equality, tackling discrimination and valuing all learners. We will comply with all current and relevant equalities legislation. We aim to deliver a service and range of qualifications that are fair, accessible and do not include any unnecessary barriers to entry. Where there are features of a qualification that could disadvantage a group of learners, they will be listed in the qualification handbook and the justification given.

This commitment also extends to promoting good community relations and the way in which we work with and develop our staff.

Areas covered by the policy

Qualification Development

- ORMS will provide appropriate equality training and guidance to its staff. We will ensure that we comply with the requirements of equalities law in relation to each of the qualifications/units we make available.
- We will ensure that none of our qualifications or units has any feature that would disadvantage learners because of their age, disability, gender reassignment, pregnancy or maternity, race, religion or belief, sex and sexual orientation in England, Scotland and Wales. If the qualification or unit is to be offered in Northern Ireland we shall take into account the characteristics of age, disability, marital status, racial group, religious belief, sex, sexual orientation, political opinion and persons with and without dependants.
- If we have to specify a requirement that could disadvantage a particular group (for example a legal requirement around the age of learners or health and safety issues around learners with particular disabilities), we will include it in the qualification specification and explain why it is there. The justification will relate only to the specific requirements of the units or qualifications.

Qualification Delivery

ORMS expects its teachers, tutors and trainers to deliver its qualifications in accordance with equalities law, enabling learners to have equal access to training and assessment for qualifications irrespective of the characteristics noted above. Assessment must similarly be undertaken without discrimination. Teachers, tutors and trainers will ensure that discrimination does not occur either directly or indirectly. Where complaints relating to issues of inequality cannot be satisfactorily resolved by the teacher, tutor or trainer, learners must be made aware of their right to appeal using the arrangements outlined in our ORMS Complaints Handling Procedure, which is available here: http://orms247.co.uk/policies

Monitoring our arrangements

As part of the learner registration and certification processes for qualifications and units, ORMS will collect information on diversity and requests for reasonable adjustments or special consideration. We also seek feedback from learners, staff and other stakeholders using a variety of methods. Any relevant issues identified which suggest our provision or services may have unnecessarily impacted on learners will be reported back to our Board of Directors who will be responsible for ensuring a review takes place. The outcome of this will be discussed by the Review Boards. If necessary following this review, we will make amendments to provision and/or services in accordance with our documented procedures. If reviews highlight equalities or accessibility issues with units or qualifications, we will inform all relevant stakeholders.

Details of our reviews will be made available upon request.
Contacting ORMS Ltd:
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Bangor,
Gwynedd LL57 3HY
Tel: 01248 601546 | Email: enquiries@orms247.co.uk | Website: http://orms247.co.uk/

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<td>Directors</td>
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<td>Effective date:</td>
<td>15 June 2016</td>
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<td>Responsibility for implementation:</td>
<td>Quality Manager</td>
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