

EQUALITY AND DIVERSITY POLICY

- 1. ATSL is committed to promoting equality of opportunity when providing training and recognise the provisions of the Equality Act 2010:**
 - 1.1.1 ATSL works to engage with all students regardless disability, gender, sexual orientation, race, religion, or marital status but has regard for the safety of students.
 - 1.1.2 No discrimination is made relative to age, save to say that a pre-requisite of the course is that applicants can demonstrate suitable industry experience, making it unlikely that applicants under 21 years of age would be able to meet such criteria. A benchmark minimum age on application of 21 years is therefore applied.
 - 1.1.3 Equine massage requires therapists and students to be physically fit in order to be able to carry out the role competently and safely with the welfare of the student, owner/client, and animal in mind; and physically able to handle a horse unassisted. Therapists and students also require the mental capacity to understand and apply functional anatomy; and to anticipate, empathise with and manage the behaviours of the horse, howsoever expressed.
 - 1.1.4 With regard to the foregoing ATSL is unable to offer learner places to persons with impaired vision, wheelchair users, or persons unable to demonstrate full physical dexterity and fitness. For reasons of personal safety in the light of the unpredictability of horses, the course is not recommended for women pregnant at the time of application to the course.
 - 1.1.5 Persons with any particular religious belief should be aware of that the training is provided in an environment which may bring students in to contact with various farm and domestic animals in addition to horses.

- 2. Equal opportunities are promoted by ATSL and we are committed to:**
 - 1.2.1 Ensuring equality of opportunity for all students
 - 1.2.2 Preventing unlawful occurrences of direct discrimination, indirect discrimination, harassment and victimisation
 - 1.2.3 Meeting legal obligations under the Equality Act 2010
 - 1.2.4 Utilising materials which use, where relevant, images and language which are representative of society
 - 1.2.5 Promoting a harmonious training environment by requiring students to adhere to our Code of Ethics and Conduct
 - 1.2.6 Nothing in this policy prevents ATSL requiring strict standards of dress and appearance to be maintained in accordance with those generally expected of a professional person in the veterinary industry. Standards of dress relate to body piercings, jewellery, clothing and PPE.



3. Student Support

- 1.3.1 The Student Support Policy outlines the strategy in place for academic and pastoral support throughout the course