



Equal Opportunities Policy Statement

Train on the Tracks recognises that discrimination is unacceptable and that it is in the interests of the Company and its employees to utilise the skills of the total workforce.

It is the aim of the Company to ensure that no employee or job applicant receives less favourable treatment on grounds of sex, marital status, disability, race, colour, nationality, ethnic origin, religion, sexual orientation, dependents or age or are placed at a disadvantage by imposed conditions or requirements which cannot be shown to be justified. The Company wishes to see its workforce broadly reflecting the community it works in.

This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any Codes of Practice issued by the Commission for Racial Equality, the Equal Opportunities Commission and the Department of Employment, and the guidance from the Department of Health and other statutory bodies.

Access to Assessment

It is the Company's policy on assessment, to give all learners equal opportunity to demonstrate attainment and to give learners with disabilities and learning difficulties the same access to assessment as other learners.

The principles of this policy are that:

Special assessment arrangements do not give unfair advantage over other learners

Arrangements are determined according to the particular disability or learning difficulty and the guidance of the relevant Awarding Organisation

Users of certificates are not misled about learner attainment

Variation of assessment arrangements

Assessment arrangements may be varied, where the standards permit, for learners with disabilities or learning difficulties. The nature of any special arrangements depends largely upon the qualification being followed and the assessment strategy employed. Arrangements concerning QCF's must be locally agreed between the centre and the respective Awarding Organisation in accordance with their published Access to Assessment requirements.