

KSVN Equal Opportunities Policy

KSVN is committed to providing an environment of equal opportunities for all & to uphold high principles of non-discriminatory procedures & practices.

The KSVN team - Course Tutor, Tutors, Clinical Coach & students will demonstrate understanding and support for the needs of all individuals, regardless of age, race, colour, ethnic or national origin, sex, marital status, state of pregnancy/maternity sexual orientation, religion or belief or disability.

Equal opportunity exists for all job applicants, prospective employees & current staff.

The KSVN team are expected to respect others and act in accordance with this policy and must understand & recognise that any bullying or harassment in the KSVN workplace is totally unacceptable and subject to corresponding action.

To ensure clarity the following terms have been defined:

Bullying – an ongoing & deliberate misuse of power in relationships through repeated verbal, physical and/or social behavior that intends to cause physical, social or psychological harm.

Harassment – covers a wide range of behaviours of an offensive nature that demean, humiliate or embarrasses a person.

Victimisation– the act of singling someone out for cruel or unjust treatment.

No one should discriminate against others & with regards to learners, all will conduct assessment fairly with equal access for all. This may mean that assessment techniques are altered for different candidates in order to ensure equal opportunity to succeed. This is known as reasonable adjustment and is applied through recognised access arrangements, prior to the assessment.

Within the veterinary nursing field, it is not uncommon to encounter candidates with special educational needs. Those that have an EHCP (Educational Health Care Plan), or think may have special educational needs are encouraged to discuss this with their employer and Tutors at the Centre. Needs are then assessed and adjustments to assessment techniques made to best support the learner, working within the guidelines provided by the Awarding & Regulatory Bodies. Further details and advice regarding diagnosis and support for those with special educational needs is available from your Course Tutor or the Head of Centre.

If learners believe their Tutors or Clinical Coach are treating them unfairly with regards to any of the above and it is affecting their progress with the qualification, learners should refer to the Complaints & Appeals Policy.