

Equal Opportunities Policy

Purpose and Aims of the Policy

TJL and the ATP are committed to the principal of equal opportunities.

TJL has a legal and moral responsibility to take such steps as may be considered reasonably practicable to prevent unlawful discrimination on account of race, ethnic origin, nationality, gender, sexual orientation, religious convictions, religious beliefs or disability

All of TJL's policies, practices and procedures are administered equally and in accordance with all applicable laws.

TJL takes great care to ensure the standardisation of all assessments via recognised methods and practises.

In the event that a candidate requires special assessment arrangements arising out of a disability, special needs, or foreign language translation requirements at the time of assessment, then trainers will then contact the ATP, a minimum of 15 working days prior to the assessment date to ascertain whether these special requirements can be met.

If special arrangements are made, the details of the arrangements will be carefully considered so that the standard of the assessment remains consistent.

It is TJL's policy to give full and fair consideration to all candidates who are disabled and/or disadvantaged to make the appropriate arrangements to enable them to participate in the training programmes

However, due to the requirements of the role of a lifeguard, and in accordance with the TJL's overriding duty to comply with health and safety legislation, it will not always be possible to accept applications from certain candidates.

Provided that our candidates are able to meet the prerequisite requirements of participation at a particular level, and the requirements set by the Health & Safety Executive, participation in TJL's education and training programmes is open to anyone irrespective of race, gender, disability, sexual orientation or religious beliefs.

In circumstances where a candidate in an assessment programme feels that he or she has been discriminated against, or where a candidate wishes to appeal against an assessment decision, a complaint should be made to the ATP of TJL via phone or email.

TJL will investigate any such complaint, and will discuss the issue with the complainant as soon as is reasonably practicable to let him or her know the outcome of the investigation.

If TJL find that an act of discrimination has occurred, it will take action to remedy the situation, including but not limited to commencing disciplinary action against the relevant individual(s), up to and including removal of the individual's trainer status with us.

Referring Complaints to RLSS UK Qualifications

If the complainant is still unhappy with the decision given by the ATC/P in reviewing the complaint, they can, where relevant, escalate the matter through to a member of the RLSS UK Qualifications Compliance Team.

RLSS UK Qualifications Contact Details	
Email	compliance@rlss.org.uk
Telephone	0300 323 0096
Address	Royal Life Saving Society Red Hill House 227 London Road Worcester WR5 2JG