

Svítání, z.s.

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Equality & Diversity Policy

Policy Statement At Svítání, z.s.- Academy of Equine Assisted Services, we are committed to promoting equality, diversity, and inclusion in all aspects of our operations. We recognise the value and dignity of every individual, and we aim to create an environment where everyone feels respected, supported, and able to achieve their full potential. This policy applies to all students, staff, and stakeholders engaged with the Svítání, z.s.

Principles

1. **Equality:** We ensure that everyone is treated fairly and without discrimination on the basis of race, ethnicity, nationality, religion or belief, sex, gender identity, sexual orientation, age, disability, socio-economic status, or any other characteristic protected by law.
2. **Diversity:** We celebrate and value the differences in people's backgrounds, experiences, and perspectives, recognising that diversity enriches the learning environment.
3. **Inclusion:** We actively work to remove barriers to participation and ensure that everyone has access to the same opportunities to learn and succeed.

Commitments

- Providing equal access to learning opportunities for all students.
- Ensuring that all course materials, teaching methods, and assessments are inclusive and accessible.
- Regularly reviewing our policies, procedures, and practices to promote equality and diversity.
- Offering reasonable adjustments for students with disabilities or specific needs to enable them to participate fully in their education.
- Providing ongoing training for staff on equality, diversity, and inclusion.
- Addressing and resolving any complaints or concerns related to discrimination, harassment, or inequality promptly and effectively.

Disability Statement

Accessibility and Support Svítání, z.s. is committed to ensuring that all students, including those with disabilities, can access our courses and services. We understand that disabilities may present challenges, and we are dedicated to providing the necessary support and accommodations to enable all students to succeed.

Our Approach

1. **Inclusive Environment:** We ensure that our physical and virtual learning spaces are accessible to individuals with a wide range of disabilities, including physical, sensory, cognitive, and mental health conditions.
2. **Reasonable Adjustments:** We will work with students to identify and implement reasonable adjustments, such as:
 - Alternative formats for course materials (e.g., large print, digital versions).
 - Adjustments to assessments or examination procedures.
 - Additional time or support during practical activities.
 - Flexible attendance or scheduling options where needed.
3. **Confidentiality:** Any disclosure of disability or additional needs will be treated with the utmost confidentiality and shared only with relevant staff on a need-to-know basis.
4. **Support Services:** We provide dedicated support to students with disabilities, including guidance on accessing funding or resources that may help them succeed.

How to Access Support Students requiring accommodations or adjustments are encouraged to contact us as early as possible to discuss their needs. This can be done by emailing [insert contact email] or speaking directly with our Student Support Team.

Continuous Improvement We will regularly review our practices to ensure that we remain an inclusive and supportive environment for students with disabilities. Feedback from students is welcomed and will be used to enhance our services.

Monitoring and Review This Equality & Diversity Policy and Disability Statement will be reviewed annually to ensure compliance with legal requirements and alignment with best practices in education and inclusion. All staff and students are encouraged to contribute to this process by providing feedback and suggestions for improvement.

Approval and Implementation This policy has been approved by the leadership of Svítání, z.s. and will be implemented across all areas of the organisation to support our commitment to equality, diversity, and inclusion.

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Created by Věra Lantelme-Faisan and Audrey Darby

Date Reviewed	Reviewed by	Due for review