



**Ambition  
Institute**

# **Participant and Trainee Equal Opportunities Policy**

**Last Reviewed: August 2023**

# Participant and Trainee Equal Opportunities Policy

**Ambition Institute ('Ambition') is committed to delivering continuous professional development programmes that promote equality. Ambition is committed to ensuring that participants' experiences are fair, inclusive and respectful.**

Owner	Director, Programmes
Last Reviewed	01.08.2023
New Review Date	05.09.2024
Applies to	All applicants, participants & trainees
Responsible for Implementation	All teams
Audience	Available to all staff, applicants, participants and trainees on the Ambition Website.
Applicable Laws and Relevant Regulations	Equality Act 2010 UK GDPR/Data Protection Act 2018 Public Sector Equality Duty Publish Sector Bodies Accessibility Regulations 2018

## 1. Aims

Equality sits at the heart of Ambition's vision of an education system where every child can thrive. Our commitments to equality, diversity and inclusion extend to the experiences of all participants and prospective participants. This policy provides a framework to ensure that:

- Equality, diversity, inclusion and belonging are considered at every stage of a participant's experiences with us.
- We are compliant with the Equality Act 2010 and that no current or prospective participant is treated less favourably as a result of identifying as or belonging to one or more protected characteristic groups.

## 2. Purpose

The purpose of this policy is to support us to implement our commitments to equality, diversity and inclusion for all prospective and current participants. Where participants' experiences on an Ambition programme include an assessed component, we are also committed to ensuring reasonable adjustments are made and we have a separate policy which deals with reasonable adjustments.

## 3. Scope

This policy applies to all prospective and current participants on Ambition training programmes including those delivered centrally or participants trained by Ambition delivery partners. This policy applies to all aspects of participants' experiences, including but not limited to application, onboarding or orientation, engagement with programmes and attendance at programme events.

Application information is available on each programme's webpage.

Reasonable adjustments for participants are addressed specifically [here](#).

#### **4. Equality Areas**

Ambition values participants from all backgrounds and identities, including those who identify with characteristics protected by the Equality Act 2010. Ambition seeks to work with participants serving communities facing socio-economic deprivation and works to ensure that these participants have positive experiences on our programmes in line with their peers. Ambition also works with participants in a range of educational contexts (e.g. nurseries, academies, further education settings, special schools) and with a range of working patterns (e.g. those working part-time, on career breaks, taking parental leave) and ensures that participants across contexts have a similarly positive experience.

#### **5. Ambition Institute Functions**

Ambition is committed to maintaining an equitable and inclusive experiences at all stages of the participant journey. This includes, and is not limited to the following examples:

##### **Applications and admissions**

Ambition is committed to providing an accessible and fair application and admissions process.

##### **On-boarding or orientation**

Ambition provides timely and effective access to all on-boarding materials so that all participants begin their programme with the requisite information.

##### **Online learning**

Ambition learning materials support accessibility.

##### **Programme events**

Ambition events provide equal access to all participants and are delivered in such a way that supports individual participants to engage and participate in ways that meet their needs.

##### **Programme content**

Ambition continues to iterate programme content so that it is reflective of, and accessible to an equitable, diverse and inclusive community.

## **Assessment**

Ambition provides assessment methods and opportunities that provide fair opportunity for all participants. Details of our reasonable adjustments policy can be found [here](#).

## **6. Complaints**

If any participant or prospective participant is not satisfied with their treatment under this policy they should raise it with their programme team in the first instance using the usual programme e-mail address. Participants and prospective participants can also read the [Ambition complaints policy](#), this can be found on the policy page of Ambition Institute's website.

## **7. Monitoring and Review**

This policy will be reviewed periodically to assess its effectiveness and to reflect any changes in the law. Participants' and prospective participants' experiences in relation to this policy are evaluated through stakeholder feedback processes led by our Insights team. Participants' EDI data support this analysis and evaluation. Any information provided by participants or prospective participants for monitoring purposes will be dealt with in line with our [Privacy Policy](#) and [Data Protection policy](#) (see Section 9 below).

## **8. Training and Implementation**

This policy will be shared with all Ambition staff members as part of their induction. Specific teams will be involved in its review. Workstreams relating to different aspects of the policy are held by teams across the organisation.

## **9. Data Protection**

Ambition Institute will collect personal information about you, including Special Category data, to meet our obligations under this policy and to continuously evaluate and improve our services. We may share that information with third parties, where necessary, or may be required by law to collect and use certain types of information to comply with statutory obligations. Our Privacy Policy explains what personal information we collect about you and how we will use it. Any information you share with us will be carefully guarded and protected through our use of best practice security policies and the principles of the UK GDPR. Ambition is committed to maintaining these principles.

For further details on how participant data is stored and used please refer to our [Privacy and Cookie Policy](#) and [Data Protection Policy](#)

## 10. Relevant Documents

### [Ambition Institute Policies on the website:](#)

- > Admissions policies.
- > Participant and Trainee Reasonable Adjustments Policy
- > Data Protection Policy
- > [Privacy and Cookie Policy](#)
- > Complaints Policy