



WORLDWIDE EXCELLENCE IN ANIMAL BEHAVIOUR EDUCATION

## COAPE POLICY ON EQUALITY & DIVERSITY

### Introduction

- This policy applies to all students studying with COAPE.
- COAPE commits to promote equality of opportunity to all students.
- COAPE commits to eliminate any unlawful or unfair discrimination and harassment.
- COAPE is committed to creating and sustaining a positive and supportive environment for students to encourage them to thrive academically.

### 1. COAPE is committed to providing equality irrespective of:

- Age
- Disability\*\*
- Ethnicity
- Gender
- Gender reassignment
- Religion or belief
- Sexual orientation
- Marriage/Civil Partnership
- Pregnancy and Maternity/Paternity

COAPE will work to ensure that our current and prospective students are not subject to discrimination on any of the above grounds.

### 2. Commitments to Equality and Diversity

- COAPE believes that excellence will be achieved by recognising the value of every individual and treating every student with respect and dignity.
- COAPE aims to create an environment that respects the diversity of students enabling them to achieve their full potential.
- COAPE believes in equality of opportunity for all students.
- COAPE aims to promote and respect good relations within and between students and the organisation.
- COAPE will aim to meet the different needs of different students, whilst promoting shared values.
- COAPE will prevent any unlawful discrimination and victimisation and take seriously and address any breaches of this policy.



### 3. Responsibility

The COAPE PARTNERS have ultimate responsibility for ensuring that this policy is fully implemented.

### 4. How we will implement this Policy

Students will be made aware of the equality and diversity policy at enrolment.

### 5. The Student Experience

All appropriately qualified applicants will be given equal consideration when applying for a COAPE course and will not be discriminated against on any grounds referred to in Section 1.

\*\* We support applications from people with physical/learning disabilities and will endeavour to meet specific requirements within the constraints of the mandatory assessment activities. However, students are asked to take note of the following:

WHERE THERE IS REQUIREMENT FOR EVIDENCE AND ASSESSMENT TO TAKE PLACE IN A PHYSICAL ENVIRONMENT, SOME STUDENTS MAY NOT BE ABLE TO PARTICIPATE FULLY IN THE ACTIVITY AND THEREFORE MAY NOT BE ABLE TO SUCCESSFULLY COMPLETE UNITS WHERE EVIDENCE HAS TO BE DERIVED FROM A DEMONSTRATION OF PRACTICAL SKILLS. **FAILURE TO SUCCESSFULLY COMPLETE A UNIT MEANS THE STUDENT WILL FAIL THE COURSE.**

DETAILS OF PRACTICAL ASSESSMENT ACTIVITIES CAN BE FOUND IN THE ENROLMENT SECTION OF EACH COURSE.

### 6. Complaints Procedure

If a student believes they have suffered discrimination, harassment or victimisation, the complaint should initially be sent to the Registrar at [wendyw@coape.org](mailto:wendyw@coape.org)

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