

BVNA Education Equality & Diversity Policy

The BVNA aims to provide continual professional development opportunities to the veterinary profession, and aim to meet the needs of the profession. We welcome all candidates that work within the animal and veterinary profession and will take all reasonable measures to make courses accessible to all.

Course marketing information, materials and advice will be available to all candidates in a manner that reaches a whole range of learners and that are representative of society. Learning materials wherever possible will avoid discriminatory images and text.

Candidates are welcomed from all backgrounds and will be treated fairly, with dignity and respect. Courses will aim to create a learning environment in which delegates feel comfortable, safe and valued.

We recognise individual needs, and will make every effort to consider and support learners with any type of disability in line with the Equality Act (2010).

Support will be available to all learners and course tutors will work with candidates to enable them to be successful with course completion. Reasonable adjustments and special considerations will be considered and assessed on an individual basis by BVNA in line with guidance under The Equality Act 2010. Candidates will be required to forward a request for reasonable adjustment or special consideration by completing a reasonable adjustment form and sending to the Education Manager.

Guidance is in place for student support and procedures for extenuating circumstances, assessment appeals and complaints can be located within the student handbooks and on the e learning platforms.

The BVNA will not under any circumstance tolerate discrimination, harassment or bullying of any kind. This includes grounds of race, gender, transgender, sexuality, age, disability, learning difficulty, mental health, religion or belief or on any other grounds, including association.

Any incident of discriminatory behaviour will be considered a serious matter and will be dealt with in an appropriate manner via disciplinary procedures

Course tutors and employees will be made aware of their responsibilities for implementing equal opportunity via the staff policy.

Staff, Tutors and Candidates are expected to:

- Treat all individuals fairly, with dignity and respect taking consideration of different styles, skills and cultures
- Promote diversity
- Ensure zero tolerance of all forms of discrimination, bullying and harassment
- Takes steps to resolve personal conflict as early, fairly and amicably as possible

Our key priorities for the promotion and monitoring of equality and diversity are to:

- Ensure that equality and diversity is promoted consistently within the BVNA and the continual professional development courses offered.
- Monitor resources that are produced for courses i.e. consideration is taken to represent a diverse range of learners who access provision
- Monitor that a variety of teaching methods are used to suit a variety of learning styles
- Assessments are fair and do not discriminate against any learner
- Language used by the tutor is non-discriminatory and appropriate
- Discussion and comments within the learning environment are managed to ensure learner language is appropriate and non-discriminatory
- Materials and topics are presented in a way that are sensitive to equality and diversity
- Resources are adapted to ensure that learners can access information and to meet individual needs (i.e. large print etc.)
- Learners have the opportunity to fully evaluate the course

We will regularly review our policies and practices to ensure we continually implement best practice. As an organisation that represents veterinary nurses we are already aware of a lack of diversity within the profession with the majority of veterinary surgeons and veterinary nurses coming from a white British background. This is an issue being addressed within the profession under the Vet Futures initiative.

The British Veterinary Nursing Association

79 Greenway Business Centre, Harlow, Essex CM19 5QE Tel: 01279 408644 E-Mail: bvna@bvna.co.uk

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