



THE WORSHIPFUL COMPANY OF FARRIERS

DIVERSITY AND EQUALITY OF OPPORTUNITY POLICY

The WCF was instrumental in introducing the Farriers Registration Act 1975 in order to safeguard equine welfare. Whilst under this Act the practice of farriery in GB is regulated by The Farriers Registration Council (FRC) and is restricted to suitably trained persons, the WCF is fully committed to ensuring full compliance with the spirit and intent of the current legislation on Diversity and Equality. This policy applies throughout all activities from development and submission of the qualification and units and the rules of combination, through assessment to feedback and monitoring. The Company considers that it has incorporated equality of opportunity both in setting the structure and content of its qualification and within its processes for assessment. The Registrar is responsible for ensuring that the whole of the examinations process is non-discriminatory on the grounds of race, disability, and gender. Notwithstanding this, the colleges are encouraged to consult with organisations, groups, and individual learners both routinely and specifically following each set of examinations, and report any identified inequalities to the Registrar (Appendix 24). The Registrar will investigate and report these to the Examinations Executive Group (EEG) at the next meeting, and routinely at the November meeting. The EEG will agree any necessary action to address any identified inequalities or any barriers that may arise. Any issues identified will also be raised at the next Farriery Apprenticeship Steering Group (FASG) for action by the WCF and other organisations and strategic partners involved in the delivery of the Advanced Apprenticeship in Farriery.

There must be no unnecessary barriers to assessment that prevent candidates from effectively demonstrating their attainment. No candidate for any of the Company's examinations will be discriminated against, harassed, victimised or disadvantaged on the basis of their gender, sexual orientation, race, colour, ethnic origin, nationality (within current legislation), social background, disability, marital status, family circumstances, caring or parental responsibilities, age, or religious or political beliefs.

Any action in breach of this policy will be treated seriously and will be subject to disciplinary procedure. In serious cases, this may constitute gross misconduct.

If any candidate believes he/she has been treated inconsistently with this policy then they should formally complain to the Registrar using the WCF Complaints procedure.

Note: Aspiring candidates for the Diploma Examination do, however, need to be aware that farriery does demand high levels of physical work and manual dexterity. It should be borne in mind that some aspects of practical farriery work are arduous and require considerable manual dexterity.

It is confirmed that the WCF will share monitoring and evaluation data with the qualifications regulators on request (*QCF regulation 2.14*).