

Difference, Diversity and Equal Opportunities Policy

1. Policy Statement

Clear Light Academy is committed to promoting equality of opportunity, valuing difference and diversity, and fostering an inclusive learning environment in which all learners are treated with dignity and respect. This policy reflects the values underpinning counselling training and practice and aligns with CPCAB requirements and professional ethical frameworks.

Clear Light Academy seeks to ensure that no learner, applicant, or associate is disadvantaged or discriminated against on the basis of personal characteristics, identity, background, or lived experience.

2. Scope

This policy applies to:

- all applicants and learners
 - the course tutor and any associate staff
 - all learning, assessment, and related activities delivered by Clear Light Academy
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3. Legal and Regulatory Context

Clear Light Academy works in line with:

- the Prevention of Discrimination (Guernsey) Ordinance, 2022
 - relevant principles of the UK Equality Act 2010, where applicable
 - CPCAB requirements relating to equal opportunities, widening participation, and working with difference and diversity
 - CPCAB Equal Opportunities Policy
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4. Understanding Difference and Diversity

Difference and diversity are understood broadly and may include, but are not limited to:

- age

- disability, including mental health conditions and neurodiversity
- gender identity and gender reassignment
- race, ethnicity, nationality, and cultural background
- religion or belief
- sexual orientation
- pregnancy, maternity, family status, or caring responsibilities
- socio-economic background, education, and life experience

Inclusion refers to the extent to which individuals feel respected, valued, and able to participate fully in learning and assessment.

5. Commitment to Inclusive Practice

Clear Light Academy is committed to:

- welcoming applications from a diverse range of adult learners
 - providing clear entry information and fair admissions processes
 - designing and delivering training that recognises different learning styles and needs
 - creating a respectful and relational learning environment
 - embedding working with difference and diversity within course content, in line with CPCAB requirements
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6. Reasonable Adjustments and Learner Support

Learners are encouraged to disclose any additional learning needs or access requirements at enrolment or at any stage during the course. Where appropriate, Clear Light Academy will:

- work with learners to identify reasonable adjustments
- support applications to CPCAB for reasonable adjustments or special consideration
- implement agreed adjustments in line with CPCAB guidance and course requirements

All requests are handled sensitively and confidentially.

7. Discrimination, Harassment, and Challenging Practice

Clear Light Academy does not tolerate discrimination, harassment, bullying, or victimisation. Discriminatory behaviour may be overt or subtle, conscious or unconscious.

Learners and staff are encouraged to:

- engage in reflective and respectful dialogue
- constructively challenge discriminatory attitudes or behaviours
- take responsibility for their professional conduct

Concerns relating to discrimination or exclusion may be raised through the centre's complaints or safeguarding procedures.

8. Complaints and Concerns

Any learner who feels they have been treated unfairly or discriminated against has the right to raise this concern. Such matters will be addressed in line with:

- the Appeals and Complaints Policy
 - the Code of Conduct
 - CPCAB requirements, where applicable
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9. Review and Monitoring

This policy is reviewed regularly to ensure it remains current, proportionate, and aligned with legal, ethical, and CPCAB requirements.

Date of policy: January 2026

Review date: January 2027