



Positive Scholarship Policy

Last updated 10/02/2023

Background

We at PACT are passionate to be an ethical organisation which directly responds to and positively tackles social issues.

Like many industries in the UK, from PACT's perspective the Animal Welfare industry does not appear to reflect the diversity of the population.

There may be several barriers to this, dog training is often seen as a more vocational industry, requiring volunteering or starting in lower paid/unsociable hours for roles.

Statistically in the UK (where we are predominantly based) people are likely to be on lower incomes and potentially have less ability to enter the sector.

We have been on this journey for some time, re-designing the courses with accessibility and flexibility in mind, introducing payment plans and donating to relevant charities. But clearly there is more that we can do, one of these actions is to ensure that our scholarships programme is specifically designed to broaden diversity in the sector.

It is also worth noting that this policy and the governance elements included within it also reflect our commitment to transparency and fairness.

Alternative Options

If you work for an animal welfare charity and the course will form part of your CPD you may be eligible for a 25% discount on the course. If you apply for a scholarship but are eligible for a charity discount you may be referred to the other scheme. In addition to this, payment plans and even grants for people in certain circumstances may be available.

View our Grants, Scholarship, Discounts and Payment Plan Policy to find out more.
<https://www.pact-dogs.com/policies>

Application Process

Applicants must complete the online application form, simply stating their Name, contact details, ethnicity and whether they meet any protected characteristics under the UK 2010 Equalities Act, and in 200 words why they would like to be a dog trainer.

For the 200 words we would suggest talking about what you feel you would bring to the sector and why you are passionate about animal welfare and ethics.

To apply complete this form: <https://forms.gle/QBd78Jxq86Zsy8mg8>

Criteria

The assessment process will be specifically weighted towards people from following ethnic groups (list as advised by the UK Government)

<https://www.ethnicity-facts-figures.service.gov.uk/style-guide/ethnic-groups>

Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background

Black, Black British, Caribbean or African

- Caribbean
- African
- Any other Black, Black British, or Caribbean background

Mixed or multiple ethnic groups

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed or multiple ethnic background

White

- Irish
- Gypsy or Irish Traveller
- Roma

Other ethnic group

- Arab
- Any other ethnic group

Other Protected Characteristics

In addition to this, we will take into account other characteristics in relation to someone which may be defined as protected by the UK 2010 Equalities Act which could mean that they are under-represented in the Professional Dog Training Sector. This may relate to the following:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- religion or belief
- sex
- sexual orientation

Legal

This policy has taken into consideration the 2010 Equalities Act, which permits positive action to be taken where there are under representative groups of people represented in a sector. As prior qualifications are not a criteria, the assessment is

weighted and not automatic and its a proportionate approach.

[Section 159 of the Equality Act 2010](#) provides that organisations, may treat someone more favourably with regard to appointment if that person has an underrepresented protected characteristic and doing so helps to overcome related disadvantage or low participation by persons from that group – but only if.

- *that person is as qualified as the candidates from the over-represented group*
- *the preference for people from that group is not automatic*
- *doing so is a proportionate means of overcoming the disadvantage or low participation*

For more information see this guidance

<https://www.equalityhumanrights.com/en/advice-and-guidance/race-discrimination>

Timescales

The window for scholarship applications will open for 4 weeks, at least 8 weeks prior to the start of each course.

Example timeline:

- *Open for applications 1st November 2023*
- *Application window closes 31st November 2023*
- *Decision 14th December 2023*
- *Feedback to applicants by 15th December 2023*
- *Course starts 1st January 2023*

Governance

Applications for scholarships will be assessed anonymously (with Name removed by admin) by the Head of Quality and Moderation who will recommend the highest scoring applicant to the Board. The Board will have the final decision on awarding scholarships, including whether to award more than one per course.

Notification

All applicants will be notified of the success of their submission, including feedback within two weeks of the closure of the window.

Unsuccessful Applicants

Should you be unsuccessful in your application you can still continue to join the course, however unless you are eligible you will need to pay the full cost for the

course. Alternatively you can ask for your application to be carried forward/resubmitted to the next window.

There can be no guarantees that you will be successful in the next round as the application will be judged against whoever submits to that round.