



EQUALITY & DIVERSITY POLICY

St David's First Aid Training Ltd is committed to ensuring that the training we provide is inclusive and accessible to all learners.

All staff, sub-contractors and volunteers are responsible for the implementation of this policy. We fully understand that all learners have the right to be treated with dignity and respect regardless of the nine protected characteristics under the Equality Act 2010. These characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We will not tolerate unfair treatment or unlawful discrimination, whether intentional or unintentional, direct, or indirect.

This policy is in line with The Equality Act 2010 and we endeavour to take positive action to:

- Comply with current legislative requirements.
- Deliver qualifications and support services which take into consideration the needs of all learners and do not unnecessarily discriminate against any individual or group.
- Promote fair access to qualification and assessment delivery, minimising any barriers to access or assessment by implementing reasonable adjustments and special considerations policies.
- Ensure that learning opportunities and fair assessment is open to all who will benefit without compromising the integrity of qualification delivery.

As a training centre we shall implement this policy by:

- Ensuring all staff, sub-contractors, volunteers and learners have access to this information.
- Providing support and relevant training / updates for all staff and learners.
- Trainers to undertake CPD and keep up with new updates.
- Ensure all staff and learners know how to offer feedback and register complaints.
- Effective complaint procedure which will be used to resolve complaints of discrimination.

This policy will be reviewed annually.

Policy date: 21st April 2024

Review date: 21st April 2025

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