



Equality and Diversity Policy

'Safe Training and Consultants Ltd' are dedicated to encouraging a supportive and inclusive culture during training and consulting sessions. It is in the best interests of learning that the promotion of diversity and the elimination of discrimination produce the best results.

Our aim is to ensure that all Clients are given an equal opportunity and that our Organisation is representative of all sections of society. Each Client will be respected and valued and therefore able to give their best as a result.

This Policy reinforces our commitment to providing equality and fairness to all of our Clients and not to provide less favourable facilities or treatment on the grounds of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, ethnic origin, colour, nationality, national origin, religion, belief or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All Clients will be treated fairly and with respect, and when we recommend a course length that decision will be purely based on a Client's aptitude and ability. All Clients will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our Organisation will be fully utilised and will maximise the efficiency of our Organisation.

We commit ourselves to;

- Creating an environment in which individual differences and the contribution of all Clients is recognised and valued.
- Create an environment that promotes dignity and respect for every Client.
- Not tolerating any form of intimidation, bullying or harassment, and to seek discipline of those that breach this policy.
- To make training, development and progression opportunities available to all Clients.
- To promote equality which we believe is good management practice and makes sound business sense.
- To encourage anyone who feels that they have been subjected to discrimination to raise their concerns so that we can apply corrective measures.
- To encourage Clients to treat everyone with dignity and respect.
- To regularly review our Equality and Diversity practices and procedures to ensure that fairness is always maintained.
- We will inform all Clients that an Equality and Diversity policy is in operation and that they are obliged to comply with its requirements to promote fairness during training.

This policy will also be drawn to the attention of, when applicable, funding agencies. Stakeholders and Customers.

A handwritten signature in black ink, appearing to read 'R. Rimmer'.

R. Rimmer
Director
Safe Training and Consultants Ltd
20th August 2020

(This policy is subject to regular review)

Company No.12826943