

## EQUALITY AND DIVERSITY (LEARNERS) POLICY

### Introduction

Steadfast Training Ltd is committed to ensuring equal opportunities, fairness of treatment, dignity, the encouragement of diversity and the elimination of all forms of discrimination on our courses and in the workplace for all our learners.

The Company aims to create an environment in which all learners are able to make best use of their skills, free from discrimination or harassment throughout their studies

A key objective of this policy is so that The Company can provide a positive learning environment in which all learners feel comfortable and confident that they will be treated with respect and dignity.

### 1. Policy Statement

1.1. It is Steadfast Training Ltd's aim to ensure that no learner receives less favourable facilities or treatment (either directly or indirectly) in recruitment, employment, or training and assessment on grounds of:

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


**(The protected characteristics)**

1.2. Steadfast Training Ltd intends that all its learners be recruited from all sections of society and they feel respected and able to give their best.

1.3. Steadfast Training Ltd opposes all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness for all in The Company's employment and training.

1.4. All learners will be treated fairly and with respect.

1.5. All learners will be helped and encouraged to develop their full potential regardless of disabilities or disadvantages such as dyslexia, mental health conditions, or other challenges, receive equitable access to education. Steadfast is committed to fostering an inclusive environment where every learner can achieve their potential.

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1.6. Learners of Steadfast Training Ltd will not discriminate directly or indirectly, or harass learners or staff because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation, through their employers', goods and services.


1.7. This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

## **2. Steadfast Training Ltd's Commitment:**

- 2.1. To promote equality in the learning environment and individual differences and contributions of all our learners are recognised and valued.
- 2.2. All learners have access to training, assessment and learning opportunities appropriate to their learning programme and individual needs.
- 2.3. That The Company will review and monitor its' teaching , learning and assessment practices through the observation of teaching, learning and assessment and learner feedback
- 2.4. Breaches of The Company's Equality Policy will be regarded as misconduct and could lead to disciplinary action for staff and learners alike.
- 2.5. The Policy will be monitored and reviewed annually.

## **3. Responsibilities of Management**

- 3.1. Responsibility for ensuring the effective implementation, operation and monitoring of the arrangements will rest with the Senior Management Team and Director.
- 3.2. All managers will ensure that they and the employees within their departments operate within this policy and arrangements, and that all reasonable and practical steps are taken to avoid discrimination. Each line manager will ensure that:
  - 3.2.1. All employees within their department are aware of the policy and the arrangements, and the reasons for the policy.
  - 3.2.2. Grievances concerning discrimination are dealt with properly, fairly and as quickly as possible.
  - 3.2.3. Proper records are maintained.

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#### **4. Responsibilities of Learners**

4.1. Responsibility for ensuring that there is no unlawful discrimination rests with all learners and the attitude of employees and learners are crucial to the successful operation of fair practices. In particular, all learners should:

4.1.1. Comply with the policy and arrangements.

4.1.2. Not discriminate in their learning and day to day activities or induce others to do so.

4.1.3. Not victimise, harass or intimidate other learners or staff or groups who have, or are perceived to have one or more of the protected characteristics.

4.1.4. Ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.

4.1.5. Inform their Trainer or Tutor if they become aware of any discriminatory practice.


4.1.6. Equality information is included in induction programmes for learners and their employers.


4.1.6.1. Equality issues will be discussed with learners at relevant milestones in their programmes.

#### **5. Monitoring & Review**

5.1. Steadfast Training Ltd deems it appropriate to state its intention not to discriminate and assumes that this will be translated into practice. Accordingly, it will periodically monitor and measure the effectiveness of the policy and arrangements.

5.2. If monitoring shows that The Company or its learners are not representative, or that sections of our workforce or learners are not progressing properly within The Company or their learning programmes, then an action plan will be developed to address these issues. This will include a review of recruitment and selection procedures, the delivery of learning programmes, and Company Policies and practices.

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