

EQUALITY AND DIVERSITY (LEARNERS) POLICY

1. Introduction

Steadfast Training Ltd is committed to promoting equality of opportunity, fairness of treatment, dignity and respect for all learners. We value diversity and are committed to creating an inclusive learning environment that is free from discrimination, harassment, and victimisation.

We aim to ensure that all learners are able to make the best use of their skills and abilities and are supported to achieve their full potential, regardless of background, personal circumstances, or protected characteristics. This policy applies to all learners, staff, contractors, and employers involved in the delivery of training and assess

2. Policy Statement

2.1. Steadfast Training Ltd is committed to ensuring that no learner receives less favourable treatment, either directly or indirectly, in recruitment, employment, training, assessment, or any aspect of learning provision on the grounds of the following protected characteristics, as defined by the Equality Act 2010 (Amendment) Regulations 2023 :

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

2.2. Steadfast Training Ltd aims to recruit learners from all sections of society and to ensure that all learners feel respected, valued, and able to give their best.

2.3. The Company opposes all forms of unlawful and unfair discrimination, harassment, and victimisation. The purpose of this policy is to provide equality and

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fairness for all learners and staff involved in Steadfast Training Ltd's learning provision.

2.4. All learners will be treated fairly, with dignity and respect, at all times.

2.5. Steadfast Training Ltd is committed to supporting learners with disabilities, learning difficulties, mental health conditions, dyslexia, or other challenges. Reasonable adjustments will be made where appropriate to ensure equitable access to education and training.

2.6. Learners of Steadfast Training Ltd must not discriminate directly or indirectly, or harass or victimise other learners or staff, including within the workplace, with employers, or in the delivery of goods and services related to their training.

2.7. This policy operates in accordance with the Equality Act 2010 (Amendment) Regulations 2023 and all other relevant statutory requirements. Full account will also be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission and other relevant statutory bodies.

3. Steadfast Training Ltd's Commitment

Steadfast Training Ltd is committed to:

3.1. Promoting equality within the learning environment, recognising and valuing individual differences and the contributions of all learners.

3.2. Ensuring all learners have access to training, assessment, and learning opportunities that are appropriate to their learning programme and individual needs.

3.3. Monitoring and reviewing teaching, learning, and assessment practices through observation, learner feedback, and quality assurance processes.

3.4. Treating breaches of this Equality, Diversity and Inclusion Policy as misconduct, which may result in disciplinary action for learners or staff.

3.5. Reviewing this policy annually to ensure it remains effective, current, and compliant with legislation and best practice.

4. Responsibilities of Management

4.1. Overall responsibility for the effective implementation, operation, and monitoring of this policy rests with the Senior Management Team and the Director.

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4.2. All managers are responsible for ensuring that they, and the employees within their areas of responsibility, operate in accordance with this policy and take all reasonable and practical steps to prevent discrimination.

4.3. Line managers must ensure that:

4.3.1. All employees are aware of this policy, the associated arrangements, and the reasons for its implementation.

4.3.2. Any grievances or complaints relating to discrimination, harassment, or victimisation are handled promptly, fairly, and confidentially.

4.3.3. Appropriate and accurate records are maintained in line with Company procedures.

5. Responsibilities of Learners

5.1. All learners share responsibility for ensuring that unlawful discrimination does not occur. The attitudes and behaviours of learners are crucial to the successful operation of fair and inclusive practices.

5.2. Learners are expected to:

5.2.1. Comply with this policy and associated arrangements.

5.2.2. Not discriminate against others in their learning, workplace, or day-to-day activities, or encourage others to do so.

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

5.2.4. Ensure that no individual is discriminated against because of their association with another person who has a protected characteristic.

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

5.2.6. Engage with equality and diversity information provided during induction and throughout their learning programme.

5.2.7. Participate in discussions on equality and diversity at relevant milestones during their programme.

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6. Monitoring and Review

6.1. Steadfast Training Ltd will regularly monitor and evaluate the effectiveness of this policy to ensure it is implemented in practice.

6.2. Monitoring activities may include analysis of learner data, feedback, complaints, achievement rates, progression outcomes, and quality assurance processes.

6.3. Where monitoring identifies under-representation, barriers to progression, or unequal outcomes, an action plan will be developed and implemented to address these issues. This may include reviewing recruitment and selection processes, learning delivery methods, assessment practices, and related Company policies.

6.4. This policy will be reviewed annually, or sooner if required, to reflect changes in legislation, guidance, or organisational practice.

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