

Statement

FLM Training Limited recognises and accepts the legal responsibilities laid down in current legislation, such as:

- The Sex Discrimination Acts 1975 and 1986
- The Race Relations Act 1976
- Race Relations Amendments Act 2001
- Disability Discrimination Act 1995
- The Special Educational Needs and Disability Act 2001
- Equal Pay Act 1970 and Equal Pay (Amendment) Regulations 1983
- The Rehabilitation of Offenders Act 1974
- Employment Rights Act 1996
- Employment Relations Act 1999
- Human Rights Act 1998
- The Learning and Skills Act 2000
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Employment Equality (Religion or Belief) Regulations 2003
- The Equality Act 2012

We:

- Celebrate the diverse nature of our society;
- Are committed to ensuring equality in all areas of our practice;
- Are determined to tackle discrimination in all its forms.

We are opposed to all forms of discrimination, including those forms directed against individuals and groups on the grounds of their colour, racial group, ethnic, cultural or national origins, gender, age, social class, religious beliefs and sexuality.

In order to realise our commitment to equality, we will take all steps necessary to:

- Promote equality of opportunity;
- Promote good relations between persons of different racial groups and status;
- Eliminate unlawful forms of discriminatory practice.
- Ensure engagement from all stakeholders, including board, staff, employers and learners

Responsibility: Gary Wiswell
Next Review: Aug 23

A handwritten signature in black ink, appearing to read 'Gary Wiswell', written in a cursive style.

1 of 5
Review Date: Aug 22

- Ensure Equality & Diversity is considered when recruiting new members of staff so we have a diverse workforce.

Responsibility

Under the terms of this policy, the Directors have the day-to-day responsibility for the management of the policy to:

- Ensure the effective implementation of the policy;
- Communicate the policy and its implications to staff, learners and other stakeholders;
- Organise the delivery of relevant training for staff;
- Monitor the operation of the policy;
- Take any remedial actions as required.

Some staff may, from time to time, be given specific responsibilities for the implementation of aspects of the policy, such as:

- The investigation of reported incidents of racism or racial harassment;
- Equality and diversity objectives;
- Timescale for implementing each objectives;
- Success criteria;
- Resources available;
- Monitoring and review arrangements.

General Principles

This policy covers all aspects of the work of the FLM Training Limited, including:

Staff

Recruitment and selection of staff;

Pay;

Training and professional development;

Performance management;

Consultation and involvement;

Learners

Admissions and attendance;

Teaching, learning and curriculum matters;

Progress, attainment and assessment;

Personal development and pastoral care;

Behaviour, discipline and exclusions

Other Stakeholders

Governing body matters;

Carers consultation and involvement;

Collaboration with external bodies;

Contracting arrangements

Commitment

- We will ensure that to the best of our ability staff, learners and stakeholders are not discriminated against directly or indirectly because of their:
- age
- gender reassignment
- being married or in a civil partnership
- being [pregnant](#) or on maternity leave
- [disability](#)
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

We are totally opposed to any form of discrimination and will take appropriate action against any individual group or organisation who we consider have breached this policy.

The service and facilities that we provide will encompass the individual needs of our service users. We will promote the importance of recognising and supporting equality and diversity.

A primary objective will be to ensure that our assessment procedures are appropriate and designed to accurately reflect the needs of both staff and learners.

Actions

FLM Training Limited will ensure that curriculum design and delivery is in keeping with individual educational needs:

- We will establish support systems in keeping with the needs of both individuals and groups.
- We will offer flexibility in terms of modes of attendance.
- We will work towards identifying and eliminating barriers to access. (Physical, Environmental and Curricular)
- We will ensure that staff are informed and updated on Local and National Statistics relating to 'protected characteristics', and wherever possible will actively promote its services to underrepresented individuals and groups.

Curriculum

Our curriculum will be designed to support and promote inclusive learning as outlined in the Widening participation policy.

Participation Policy:

- We will promote planning, teaching and learning styles and resources that encompass the concept of equality.
- Learning materials will be free from any form of discriminatory assumptions, images and languages.
- We will provide opportunity for learners to achieve mutually agreed goals and wherever possible adapt the learning environment in order to maximise the learner's potential.
- We will undertake appropriate assessments of the learner's current abilities and needs and provide them with continuous support required to achieve their stated goals.
- Our curriculum will be designed to support and promote a culture of inclusive learning. All staff involved or associated with a learner's programme of learning, in whatever capacity, will have a clearly understood and shared investment in making it a success.
- As appropriate we will work closely in partnership with other educational providers and relevant agencies in order to share data and identify which groups are under-represented in our local communities.
- We will construct individual learning programmes, which provide learners with the right combination of challenge, support and opportunities for success.
- The service and facilities that we provide will encompass the individual needs of all of our service users. We will promote the importance of addressing and supporting diversity through encouragement.

Evaluation Process

We will undertake regular ethnic group monitoring of learners and staff for the purpose of evaluating the impact of the Equality and Diversity Policy.

We recognise the complex and sensitive nature of ethnic group data and respect the rights of individuals to define their own ethnic group and to choose whether to disclose information about their ethnic group. We will also ensure that information about an individual's ethnic group is treated in confidence and strictly for the purpose of monitoring the operation and impact.

Ethnic group information will be recorded on the basis of each individual's self-identification. Such information will be treated as sensitive and confidential, its collection and use will comply with the provisions of the Data Protection Act 1998. We recognise that some individuals may be reluctant to record their ethnic group and others may refuse to do so. No attempt will be made to encourage individuals to provide this data.

Company Commitment

Breaches of the policy will be dealt with in accordance with the disciplinary provisions set out in the relevant policy. We do not accept or condone discrimination of any nature, either direct or indirect. No forms of discriminations will be tolerated; any incident of discrimination will be investigated and dealt with fairly and reliably.

Disciplinary Procedure

All staff are responsible for ensuring that incidents of discriminatory behaviour are recorded and referred to the relevant Director.

After thorough investigation should an individual or group be found to have contravened FLM Training's Equality and Diversity Policy they will be subject to the appropriate sanctions or disciplinary action depending on their stake holding.

Groups and individuals found to have contravened FLM Trainings Equality & Diversity Policy do have the right to appeal against any decisions made. In doing this they should write a formal email or letter to the FLM Directors at:

Gary.wiswell@flmtraining.co.uk or dave.floyd@flmtraining.co.uk

Atlas House, Caxton Close, Wigan, WN3 6XU