

General Statement

LA Training is committed to Equality and Diversity in employment and in the provision of its training and assessment services.

The aim of the LA Training's policy is to ensure that:

- Adhere to the Equality Act 2010
- No employee, learner or applicant is treated less favourably on the grounds of disability, race, colour, religion, nationality, ethnic origin, sexual orientation (including transgender status), gender, marital status, pregnancy and maternity status or age (except where age restrictions exist for certain programmes).
- No person is disadvantaged by any conditions or requirements, which cannot be shown to be justified.
- LA Training will make reasonable adjustments which help to make assessments fair for all.

Specific Aims

LA Training will pursue the five aims below to ensure:

- Adhere to the Equality Act 2010
- Equality of opportunity and prevent any discrimination, either direct or indirect, in all aspects of the organisation's activity.
- Equality in all aspects of service delivery and to ensure the organisations services are accessible to all who require them and are entitled to receive them.
- Compliance with existing and any future equality and diversity legislation, and to actively promote training and assessment services to under-represented groups or disaffected individuals.
- The organisation acts as a model for effective equality and diversity practices for clients, customers and sub-contractors including employers and work placement providers.
- LA Training is responsive to the needs of all members of our client groups irrespective of gender, disability, race, religion, ethnic origin, creed, sexual orientation, age (within limits of schemes) or any other factor on which discrimination maybe based.

Responsibility for equality and diversity

Dominic Ham will be the designated equality and diversity champion (EDC)

Each member of staff and associate of the organisation will be required to read and adhere to this policy.

The EDC will be responsible for identifying the need for staff training and updating in respect of equality and diversity.

LA Training as an employer

The organisation will comply with current legislation which forbids discrimination against employees on the grounds of gender, disability, age, race, religion, ethnic origin, creed, sexual orientation or any other factor on which discrimination may be based, in the areas of staff recruitment, career development and promotion.

The organisation will take steps to ensure that people from groups currently under-represented in its workforce are encouraged to apply for posts.

Family friendly practices will be considered and actively promoted during recruitment and personnel development.

The EDC will monitor and audit compliance with this equality and diversity policy on an annual basis and produce a brief report on effectiveness of the policy.

LA Training as a training provider

All clients will be made aware of the existence of this Equality and Diversity Policy and every effort will be made during recruitment to stress that programmes embrace equality and diversity opportunities and applications are welcome from all.

Copies of this Equality and Diversity policy will be made freely available to clients upon request.

Work placement providers, employers and sub-contractors will be required to conduct their undertakings within the guidelines of this policy.

Work placement providers, employers and sub-contractors must agree to this Equality and Diversity policy unless they already hold a similar written policy which is acceptable to LA Training and meets the requirement of current legislation.

Complaints and Investigations

All complaints made to LA Training regards unfair treatment or discrimination will be taken seriously and investigated within ten working days by a senior manager.

A report of such complaints and investigations together with action taken will be held on file by the organisation for three years.

Review of Policy

This policy will be reviewed whenever there is a significant relevant change required and, in any case, at least every year.

Policy Reviewed: 20/08/18