

## **Utopian Training Solutions Ltd**

### **Diversity, Equality, and Good Relations Policy**

**Effective Date: 01/02/2025**

**Review Date: 01/02/2026**

#### **Introduction**

Utopian Training Solutions Ltd is committed to creating an inclusive, respectful, and welcoming environment for all employees, learners, clients, and partners. Based in Northern Ireland, we understand the importance of recognising and addressing the region's unique social, cultural, and political context. This policy outlines our commitment to promoting diversity, advancing equality of opportunity, and fostering good relations within and beyond our organisation.

#### **Purpose**

The purpose of this policy is to:

- Promote respect for individual differences and value diversity in all its forms
- Eliminate unlawful discrimination, harassment, and victimisation
- Ensure equal access to opportunities, support, and progression for all individuals
- Foster good relations among people of different backgrounds, beliefs, and identities
- Comply with all relevant legislation, including the Equality Act 2010, Section 75 of the Northern Ireland Act 1998, and good relations duties under public policy frameworks

#### **Scope**

This policy applies to:

- All employees, volunteers, contractors, and consultants of Utopian Training Solutions Ltd
- All learners, programme participants, and clients engaging with our services
- All activities and operations undertaken by or on behalf of the company

#### **Definitions**

- Diversity: The recognition and valuing of difference, including but not limited to age, disability, gender, race, religion or belief, political opinion, sexual orientation, and socio-economic background.
- Equality: Ensuring individuals are treated fairly and have equal access to opportunities and services.
- Good Relations: Promoting mutual respect, understanding, and cooperation between individuals from different community backgrounds, particularly in the context of Northern Ireland's historical divisions.

### **Our Commitments**

Utopian Training Solutions Ltd will:

- Provide a workplace and learning environment free from discrimination, bullying, and harassment
- Implement fair recruitment, selection, and progression practices
- Make reasonable adjustments for individuals with disabilities or specific needs
- Ensure all training content and delivery methods reflect principles of inclusion and cultural sensitivity
- Actively challenge prejudice, stereotyping, and intolerance in all forms
- Foster a culture of openness where individuals feel empowered to express their identity and beliefs safely
- Promote cross-community and cross-cultural engagement where possible

### **Legal and Policy Framework**

We are committed to adhering to the following legislation and frameworks:

- Section 75 of the Northern Ireland Act 1998
- Equality Act 2010 (where applicable)
- Fair Employment and Treatment (NI) Order 1998
- Race Relations (NI) Order 1997
- Disability Discrimination Act 1995
- Good Relations duty in line with public sector equality guidance

## **Roles and Responsibilities**

### Senior Leadership:

- Lead on the implementation and promotion of this policy
- Monitor organisational performance against diversity and equality goals
- Ensure compliance with legal and ethical obligations

### All Staff and Representatives:

- Treat colleagues, learners, and stakeholders with dignity and respect
- Participate in training and development on diversity and equality
- Report concerns, incidents, or breaches of this policy in line with our grievance procedures

### HR and Compliance Team:

- Maintain records and provide guidance on the application of this policy
- Respond promptly and confidentially to complaints or breaches
- Ensure recruitment, learning delivery, and progression processes are fair and inclusive

## **Monitoring and Review**

### We will regularly monitor:

- Workforce and learner demographics
- Complaints and feedback related to discrimination or bias
- Representation and progression of under-represented groups
- Community engagement and good relations outcomes

This policy will be reviewed annually or in response to legislative or operational changes.

Approved by: [Insert Name – Managing Director or Board Representative]

Approved by: Edward Hanna Date:

Document Control Policy Owner:

Compliance and Operations Lead Version: 3.01