**Equality and Diversity Statement**

Train for Gains Academy is fully committed to providing an inclusive and supportive environment where our staff can work free from discrimination, bullying or harassment. We strive to promote equality of opportunity in all our policies, practices and procedures and will vigorously challenge unacceptable behaviour or conduct. In this respect, every member of the company has a responsibility for equality and diversity.

Equality is about being valued for who and what we are. This helps us to achieve our best without unfair obstacles or stereotyping, or being restricted by anyone’s expectations of our ability. This means:

* Being able to get to, into and around the College, and complete the learning journey, with

equal ease and dignity

* Having a sense of belonging – a place where we fit in, are welcome and can express ourselves in our own way
* Feeling the place, the programmes, the policies have been designed with us all in mind

We believe:

* Diverse teams make better decisions and produce richer experiences.
* Listening to different points-of-view improves how we do things.
* Valuing our differences, as well as the things we have in common, strengthens inclusion.

Policy

The purpose of this statement is to define what we mean by equality and diversity, to

promote best practice, and to guide our compliance with the Equality Act 2010 and relevant legislation.

We operate with a diverse clientele and encourage a diverse workforce. It is the aim of the company to ensure that no employee or job applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on any grounds, but especially age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex or sexual orientation (the protected characteristics).

We oppose 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 our employment. All employees, whether

part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

Our employees will not discriminate directly or indirectly, or harass customers or clients on any basis in the provision of the company’s goods and services.

This policy and the associated arrangements shall operate in accordance with statutory requirements.

We know diverse teams produce more creative thinking, sharper problem-solving and better

results all round. We support positive action to increase the diversity of the staff.

We know that racism, sexism and any form of discrimination can intrude into the workplace

in both blatant and subtle ways. To counter this possibility, we promote a culture where, for

example:

* Banter about who or what we are is not acceptable
* Minority ethnic staff are not assumed to be cultural experts
* Sexualized talk about women and men does not happen
* Using ‘gay’ as an insult is not tolerated
* Trans staff and students are supported and treated with respect
* No one is put down in public – even when they may be wrong

Train for Gains Academy is a place where:

* Realistic deadlines are negotiated with consideration for others
* Flexible and innovative ways of working are encouraged – for all staff
* Line-management is honest, open and supportive – and staff are accountable
* Opportunities for promotion and development are transparent and fair
* Equality, diversity and inclusion are everyone’s responsibility.

Equality for Students on our Courses

Equality means respect for others, and solidarity with those who may need a bit more

looking after. Harassment, bullying and mockery are not tolerated - either face-to-face, behind people’s backs or on social media - even if you say ‘It was only a joke’.

When you enrol, we talk through your whole learning journey, checking you can join in every

aspect of the course with ease and dignity.

We guarantee you a safe, enjoyable, and challenging learning experience.

Train for Gains Academy training environments are a place where:

* Women and men study together on everything from construction to child care
* Gay, straight, bi, trans and non-binary students all look out for each other
* Disabled students feel safe and included all the time
* No one is judged on their appearance
* Different beliefs are respected
* Learners’ voices are heard loud and clear
* Trips out are affordable because lack of money is never an obstacle to doing well
* Lessons are hard work and enjoyable, inclusive and mature

Responsibilities of Employees

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

* Comply with the policy and arrangements;
* Not discriminate in their day-to-day activities or induce others to do so;
* Not victimise, harass or intimidate other staff or groups for any reason or on any basis
* Inform the manager if they become aware of any discriminatory practice.

Rights of Disabled People

The company attaches importance to the needs of disabled people including:

* Making reasonable adjustments, where it is practical to do so, to maintain the services of an employee who becomes disabled e.g. reduced working hours
* Ensuring disabled people are included in any training development / promotion
* Given full and proper consideration to disabled people who apply for jobs, having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to do the job.

Values

Equality and diversity underpin our purpose to drive aspiration, ambition and achievement.

Our values promote equality and British values:

* Mutual respect

*We will respect the rights, differences and dignity of others regardless of their circumstance and allow individuals to achieve their potential*

* Honesty

*We will act with openness and transparency at all times*

* Integrity

*We will act with integrity at all times*

* Personal Accountability

*We take responsibility for our individual behaviour*

Equality Training

Appropriate training will be given on matters arising from this policy.