

Policy for the Management of Equal Opportunity

To be read with Equality & Diversity Policy

Introduction

Ash Training is committed to eliminating discrimination and encouraging diversity amongst our workforce.

Ash Training recognises that promoting equality and diversity is essential if we are to deliver quality, culturally appropriate training and support services to all sections of the healthcare community we serve. We are committed to practices that offer equality of opportunity to all employees, service users and members and which value the contributions of all individuals.

It is Ash Trainings policy that no applicant, employee, service user or members receive less favourable treatment on the grounds of their:

- Race, Colour, Ethnicity or Origin
- Ability or Disability
- Gender, Gender Re-assignment Status
- Sexual Orientation
- Marital Status
- Religion
- Age
- Beliefs, Non Beliefs

Ash Training embraces the diversity of its employees, service users and members and endeavours to support the individual needs wherever possible. We recognise that inequality exists within society and that some sections of society continue to receive less favourable treatment and are limited in access to opportunities based upon their :

- Ability or Disability
- Gender, Gender Re-assignment Status
- Sexual Orientation
- Marital Status
- Religion
- Age
- Beliefs, Non Beliefs

In some cases the primary causes of inequality are direct discrimination i.e. prejudice, hatred, oppressive practice and lack of awareness is generally a more common contributor. This can lead to institutional barriers whereby the policies, procedures, systems and processes of an organisation systematically restrict or have an adverse effect to people receiving fair and equitable treatment.



Each employee, members and service user of Ash Training has a right to dignity, respect and fairness and this is extended across all the services that Ash Training deliver. We at Ash Training are committed to improving the working lives of employees, members and service users and will not tolerate violence, abuse or harassment. We actively encourage employees and members to report any incident, however trivial it may seem, so it can be investigated and action taken where found to be necessary.

This policy compliments our values and beliefs and indicates our firm commitment to eradicate discrimination whether direct or indirect and to ensure equality of opportunity for all. Our commitment applies across the full spectrum of the healthcare community.

To achieve this Ash Training will ensure that our employees, service users and members supports, understands and are responsive to objectives set out within this policy through appropriate challenge & support, training and development and effective management. We will develop our supplier contracts through equalities briefing sheets and procurement criteria

Policy Statement

It is Ash Training policy that we will:

- Provide a non-discriminatory high standard of service to all our employees, service users and members and operate within legislation without compromise.
- Consult, develop, plan and deliver services that are accessible to all our employees, service users and members and with reasonable adjustment, be responsive to their needs and preferences.
- Use influence to promote equality through all the services and practices and ensure that all forms of harassment and discrimination are challenged.
- Make informed and fair decisions in relation to recruitment, promotion and training. The decisions are made in according to core competencies.
- Foster a culture where equality and human rights are valued and the skills and talents of our employees, service users and members are used appropriately to the benefits of the first aid community.
- Monitor and review all our employees, service users and members and develop initiatives, nurture applications from an expansive cross section of the first aid community.

Legal Framework

- Sexual Orientation Employment Regulations 2003
- Race Relations Act Amendment 2000
- Religion/ Belief Employment Regulations 2003
- Disability Discrimination Act 2005
- Disability Equality Duty 2006
- Age Discrimination Legislation 2006
- Equality Act 2010
- Human Rights Act 1998
- Public Interest Disclosure Act 1998

General Procedures

Leadership

Ash Training has the responsibility for the development of strategies, resources and structure to deliver the Equal Opportunities Policy through our leadership. All decisions and proposed changes to services will consider the potential for adverse impact on Ash Training and employees, service users and members equality.

Ash Training will review the views of employees, service users and members and will take into account of these in shaping and developing future services. This includes the provision of reasonable adjustment and communications.

All at Ash Training have the responsibility for implementing and monitoring of all Ash Training Policies within the scope of their role. Equality and diversity is an organisational function and employees, service users and members are responsible for ensuring the pro-active delivery and progress of equalities and diversity through communication and networking.

Ash Training owner is responsible in addition to their individual responsibilities for ensuring:

- All employees, service users and members are aware of and comply with the standards expected within this policy.
- The measures of awareness, understanding and delivery of Ash Training equalities commitment.
- Dignity and respect for all employees, service users and members.
- That they confront and take appropriate action against incidents or behaviour that does not meet the standards of Ash Training policies.



Staff Involvement

Ash First Aid Training will involve all employees, service users and members and support them in the development and delivery of equalities and diversity. This may include consultation, email, verbal communication, internet and networking sessions.

All employees, service users and members have a personal responsibility for ensuring that they work in a positive non-discriminatory manner with all service users and colleagues.

Training and Development

Ash Training recognises the value of all employees, service users and members and will support employees, service users and members to deliver the values and principles of equality, individuality and diversity. Ash Training will identify the knowledge and skills required to deliver ethnic and culturally sensitive services across all aspects and where necessary provide training to enhance confidence and understanding.

Monitoring and Review Arrangements

Ash Training recognise that continual monitoring of equal opportunities is essential to the continued review of the effectiveness of all policies. To this end Ash Training will collate and monitor all information required by the laws of England and use this information to make decisions.

Harassment Procedures

Ash Training takes all allegations of harassment very seriously and has policies in place for the reporting and managing incidents of harassment, bullying intimidation and discrimination.

It is the right of all employees, service users and members to be treated with consideration and operate in an environment free from harassment, bullying, intimidation and discrimination. This is made through written policies and respective training.