

Equality and Diversity Policy

‘Creating a safe and respectful learning environment for all.’

Introduction

BDN Training and Development welcomes the richness and diversity of its community and believes in the equal value of all its learners and staff. We are committed to remove barriers to access and to ensure that all learners and staff have the opportunity to develop their full potential.

Scope

The policy applies to all staff, learners and other stakeholders. We will work to ensure that all of our learners, employees and visitors, as well as those who seek to apply to work or study with us or who have previously worked or studied with us, are treated fairly and are not subjected to unlawful discrimination.

Definitions

Equality – “the state of being equal, especially in status, rights, or opportunities.”

Diversity – “understanding that each individual is unique and recognising our individual differences.”

Equality and Diversity Impact Measures (EDIMS) - “a set of targets (usually quantified) aimed to address identified variation between different groups.” EDIMS ensure all learners have equal opportunity to access our services, achieve success and opportunities for progression.

Prevent Duty - is about making sure everyone is kept safe and within the law. It is not about preventing learners from having political and religious views and concerns but about supporting them to use those concerns or act on them in non-extremist ways.

Our commitment to Equality and Diversity

BDN Training is committed to equality and diversity and has built our policy around the requirements of the Prevent Duty and the Equality Act 2010. The Equality Act provides protection from bullying, harassment or discrimination of individuals and groups with the following 9 protected characteristics:

- Age
- Gender
- Sexuality
- Gender reassignment
- Race or ethnic origin
- Disability
- Pregnancy and maternity
- Religion or beliefs
- Marriage or civil partnership

We promote the British values of:

- Democracy
- Rule of law
- Mutual respect and tolerance
- Individual liberty and freedom of speech.

Aim

We aim to create a culture of diversity within our community, providing a dynamic working and learning environment, where all members are valued for their contribution and individuality.

BDN Training	Author	Version	Doc. Date	Validated:
Issue 1.0	JK	1.0	09/06/2019	Page 1 of 3

Objectives

BDN Training aim is to promote equality of opportunity for all, through the following objectives:

- Complying with its legal obligations;
- Monitoring the success of different learner groups and responding to any areas for improvement;
- Conducting an annual audit and analysis of our performance in respect of Equality and Diversity Impact Measures (EDIMS);
- Ensuring any imbalance or evident variation in learner, staff or other stakeholder group participation or performance is not as a result of unfair or unequal access, treatment or opportunity;
- Ensuring that all staff undergo appropriate equality and diversity training appropriate to their role;
- Promoting equality and diversity through internal and external communications;
- Ensuring staff and learner support services are accessible to all;
- Ensuring that wherever practicable we adapt our services to meet the individual needs of staff and learners in respect of their “protected characteristics”;
- Treating all potential and existing staff and learners fairly and judged solely on merit;
- Ensuring that all contractors and service providers operating on behalf of BDN Training are aware of this policy and adhere to it;

Roles and Responsibilities

BDN Training shares responsibility for the successful application of this policy.

The Senior Management Team are responsible for:

- Meeting our legal obligations under this policy and overall responsibility for its implementation.
- Considering all existing and emerging equality legislation with a view to identifying relevant issues, which are then translated into key BDN Training policies.

Managers are responsible for:

- Challenging and responding to unacceptable behaviour;
- Ensuring staff and learners know how to report discrimination, bullying, harassment and other behaviour that goes against Equality and British Values.
- Ensuring reported incidents do not result in victimisation;
- Dealing with complaints fairly, professionally, promptly and confidentially where appropriate;
- Promoting Equality and diversity and British values.

All Staff are responsible for

- Familiarising themselves with this policy and referring to their line manager, if they have any questions;
- Challenging and responding to inappropriate behaviour
- Reporting unacceptable behaviour.
- Reporting and contributing to the resolution of complaints professionally, promptly and confidentially where appropriate;
- Providing advice, support and guidance on related issues;
- Promoting Equality and diversity and British values.

BDN Training	Author	Version	Doc. Date	Validated:
Issue 1.0	JK	1.0	09/06/2019	Page 2 of 3

Learners are responsible for:

- Familiarising themselves with this policy and their employer’s policy (if appropriate) referring to theirline manager or a member of the Babington team if they have any questions;
- Reporting unacceptable behaviour.

Reporting and complaints

Staff, learners or other parties who make a complaint of discrimination have the right to do so without fear of victimisation and BDN Training will make every effort to ensure victimisation does not occur and that any complaints are dealt with promptly and fairly.

Further information about how to make a complaint can be found in our Complaints policy.

Any cases of harassment, discrimination, bullying or victimisation will be taken very seriously. Any member of staff or learners found guilty of unlawful discrimination or harassment will be subject to disciplinary action, including where appropriate, dismissal for gross misconduct. Appropriate action will be taken against any member of the public, visitor or service provider involved in discrimination or harassment.

Further Information

Further information and support is available from the following:

Safeguarding and Prevent Policy
 Health and Safety Statement Policy
 Equality act 2010
 Prevent Duty

BDN Training	Author	Version	Doc. Date	Validated:
Issue 1.0	JK	1.0	09/06/2019	Page 3 of 3