



Equality & Diversity Policy

Good Skills Training Ltd believes in allowing access to training and employment for everyone no matter what their sex, race, sexual orientation, religious belief, physical impairments and special needs with regards to learning difficulties. Good Skills Training Ltd has laid down the following guidelines with this in mind.

1. Gender

- 1.1. Good Skills Training Ltd believes that no individual should be discriminated against due to their gender.
- 1.2. With this in mind any delegates found to be verbally, physically or obstructively discriminating against another individual or group of individuals because of their gender will be excluded from the course.
- 1.3. Any Trainers accused of discriminating against individuals or groups of people because of their gender will have a full investigation into the matter and if found to be guilty of discrimination will have any contract with Good Skills Training Ltd terminated immediately.
- 1.4. In both cases possible criminal proceeding will be sought.
- 1.5. We ensure that our training venues are equipped with different gender toilet facilities. We will also, on demand, use a trainer of a specific gender for groups with delicate issues around cross gender contact. (e.g. Abuse support centres where there is an all female course we could use a female trainer).

2. Race

- 2.1. Good Skills Training Ltd holds a strong anti-racist policy. Good Skills Training Ltd wherever possible will adapt to the needs of any cultural differences to ensure a smooth course where a productive learning environment can be achieved, so long as the syllabus of the course can be met.
- 2.2. Racist behaviour whether physical, verbal or obstructive, will not be tolerated. Any delegates found to racially abuse any individual or group of people will be expelled from the course immediately.
- 2.3. In the case of trainers being accused of racist abuse a full investigation will take place, and if found to be true then any contract held with that trainer will be terminated immediately.
- 2.4. In both cases possible criminal proceeding will be sought.



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3. Sexual orientation

- 3.1. Good Skills Training Ltd recognises the right of anybody to hold a sexual orientation of their choice. With this in mind any kind of discrimination against an individual because of this, whether physical, verbal or obstructive, will not be tolerated.
- 3.2. If a delegate is found to be discriminating against an individual or group of individuals because of their sexual orientation this will result in them being expelled from the course.
- 3.3. In the case of trainers being accused of discrimination due to sexual orientation a full investigation will be carried out and if found to be true the any contract with that trainer will be terminated immediately.
- 3.4. In both cases possible criminal proceeding will be sought.

4. Religious or cultural beliefs

- 4.1. Good Skills Training Ltd recognises the right for people to believe in whatever religion they wish to. Good Skills Training Ltd also recognises cultural differences and barriers to learning because of this.
- 4.2. Wherever possible Good Skills Training will work around this and adapt the delivery of our courses to meet any needs that this may entail so long as mandatory requirements of the course content and delivery are met.
- 4.3. If a delegate is found to be discriminating against an individual or group of individuals because of their religious belief they will be expelled from the course immediately.
- 4.4. In the case of trainers being accused of discrimination due to religious belief a full investigation will be carried out and if found to be true then any contract with that trainer will be terminated.
- 4.5. In both cases possible criminal proceeding will be sought.

5. Physical Impairments

- 5.1. Good Skills Training Ltd will do its best to adapt our teaching styles to meet the needs of any delegates that may have a physical impairment so long as the mandatory requirements of that course are met.
- 5.2. Wherever possible Good Skills Training Ltd will ensure that we use training centres with disabled facilities for our public courses.
- 5.3. If a delegate is found to be discriminating against an individual or group of individuals because of a physical impairment they will be expelled from the course immediately.
- 5.4. In the case of trainers being accused of discrimination due to a physical impairment a full investigation will be carried out and if found to be true then any contract with that trainer may be terminated.
- 5.5. In both cases possible criminal proceeding will be sought.

6. Learning Difficulties



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6.1. Good Skills Training Ltd will adapt our training styles, wherever possible, to meet any learning ability to help individual and personal development. This includes helping individuals with English as a second language, or dyslexia.

7. Age

7.1. Age should not be seen as a barrier to either employment with Good Skills Training Ltd, or attendance on courses run by the company. Ability and aptitude for the tasks involved are seen as the critical factors.

8. Employment Procedure

8.1. Good Skills Training Ltd will work with anyone according to their skills and abilities. We do not work with people based on their sex, race, sexual orientation, religious belief, physical impairments, age or special needs with regards to learning difficulties.

8.2. Anyone found to be discriminating against an individual during the selection process because of this will have full disciplinary proceedings started against them. Please see the recruitment policy for reference on how to avoid this.

8.3. For a full list of qualifications needed to work for Good Skills Training Ltd please contact us.



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