




# BL TRAINING EQUALITY AND DIVERSITY POLICY FOR LEARNERS

POLICY LEAD (SMT Member)	Mrs. Julie Ritson
REVISION STATUS (Annual)	2 <sup>nd</sup> August 2021
VERSION STATUS (V)	<i>We reserve the right to update this policy if any changes in legislation or ESFA update deems it necessary, a numbered 'Version' would be used to ensure the up to date copy is issued.</i>
ANNUAL REVIEW DATE	1 <sup>st</sup> August 2022
APPROVED BY COMPANY DIRECTORS	Mrs. Julie Ritson and Mrs. Gail Dalton-Ayres 

BL Training has your interest at heart and is committed to ensure you are treated fairly, with respect and given equal opportunity to achieve your full potential, without discrimination regardless of your age, gender, race, religious beliefs, disability, learning difficulty, social background, or sexuality.

### **YOUR RIGHTS**

- To work and train in a safe & healthy environment.
- To be free from bullying or harassment.
- Not to be victimised or discriminated against.
- To be treated with respect, listened to, and taken seriously.
- Be treated as an individual and your needs considered.
- Have equal access to opportunity for your personal and professional development.
- To contribute to decisions which affect your training.
- To appeal against decisions, you disagree with.
- To make a complaint when you are not happy.

### **YOUR RESPONSIBILITIES**

- To act responsibly to keep yourself and others safe.
- To treat others with respect and consideration.
- To follow the BL Training code of conduct.
- To commit to your planned training programme.

If you feel for any reason at all you are not being treated fairly or you are not receiving any of the above rights, speak to your Educator/Trainer who will take the necessary action.

A full Equality & Diversity Policy is available from your Educator.