

Equality and Diversity Policy

Riverside Training (Spalding) Ltd

Document owner	Executive Director
Approved by	Governance Advisory Board
Approval date	22 July 2026
Next review date	22 July 2027

Inspection update: References to inspection practice mean Ofsted’s current further education and skills inspection toolkit and operating guide, including the published September 2026 updates when they take effect.

INTRODUCTION

RTS is committed to promoting equality, diversity, and inclusion in all areas of our training provision. We believe that a diverse and inclusive environment enriches learning experiences, enhances performance, and promotes fairness. We are dedicated to ensuring that all learners, staff, and stakeholders are treated with dignity, respect, and without discrimination, regardless of their background or characteristics.

PURPOSE

The purpose of this policy is to:

- Promote equality and diversity within all aspects of our operations.
- Provide an inclusive and welcoming environment for all learners, staff, and stakeholders.
- Ensure compliance with relevant equality legislation, including the Equality Act 2010 and associated codes of practice.

SCOPE

This policy applies to:

- All learners, applicants, and potential learners.
- All staff, contractors, and stakeholders associated with RTS
- All aspects of training delivery, recruitment, employment, and external relations.

OUR COMMITMENT

We are committed to:

1. **Promoting Equality:** Providing equal opportunities for all, regardless of protected characteristics such as age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
2. **Preventing Discrimination:** Ensuring that direct or indirect discrimination, harassment, victimisation, or bullying are not tolerated in any aspect of our training, recruitment, or employment practices.
3. **Advancing Diversity:** Encouraging a diverse range of learners and staff from different backgrounds to participate in our programs and contribute to a more dynamic learning environment.
4. **Fostering Inclusion:** Creating an environment where everyone feels included, respected, and supported, and where differences are valued as strengths.
5. **Providing Equal Access:** Ensuring that all learners have access to our services and resources, including making reasonable adjustments for learners and staff with disabilities or specific needs.
6. **Monitoring and Reviewing:** Continuously monitoring and reviewing our practices, policies, and procedures to ensure they remain effective in promoting equality and diversity and adapting them in response to feedback and legislative changes.

RESPONSIBILITIES

- **Senior Leadership:** Responsible for ensuring that equality and diversity principles are embedded in the strategic direction, policies, and practices of the organization.
- **Managers, Skills Trainers and Skills Coaches:** Responsible for implementing this policy in their teams and areas of work, promoting a culture of inclusion and respect, and taking appropriate action if discrimination or inequality arises.
- **Staff and Contractors:** Responsible for upholding the values of equality and diversity in their day-to-day work, treating others with respect, and challenging discrimination where it is encountered.
- **Learners:** Expected to behave in a way that promotes respect and inclusion within the learning environment, and to report any concerns regarding inequality or discrimination.

TRAINING AND AWARENESS

RTS will provide regular training and awareness sessions for staff and learners to ensure that everyone understands their responsibilities in promoting equality and diversity. This includes:

- Induction training for new staff and learners.
- Ongoing professional development sessions on equality, diversity, and inclusion.
- Clear guidance on how to report concerns or incidents of discrimination.

REPORTING AND COMPLAINTS PROCEDURE

Any individual who believes they have been subject to discrimination, harassment, or victimisation should report the issue to their line manager or coach. A formal complaints procedure will be available to ensure that concerns are investigated promptly, fairly, and sensitively.

REVIEW OF POLICY

This policy will be reviewed annually or sooner if necessary to ensure it reflects any changes in legislation or organizational practices. Feedback from staff, learners, and stakeholders will be taken into account during the review process.

By adhering to this policy, RTS will continue to create a learning environment where everyone has the opportunity to succeed, free from prejudice and inequality.