

Single Equality Policy

Policy Statement

KEITS is committed to providing supported training that is available to learners wherever possible within the restrictions of Government policy and funding.

This policy is intended to cover all KEITS stakeholders including staff, collaborating employers, learners and those contracted by us to assist in the delivery of quality work-based training regardless of race, disability, gender, age, religion or sexual orientation, in line with Single Equality Legislation (SEL).

KEITS endeavours to provide impartial guidance, help and advice for all.

KEITS is committed to adopting flexible work strategies and practices to meet the individual needs and circumstances of all stakeholders and aims to eliminate all discrimination. KEITS considers that everyone regardless of their additional or special needs have the right to the same aspirations as others and will support them wherever possible. The company welcomes staff and learners from diverse cultures and ethnic backgrounds.

All KEITS stakeholders have a responsibility to counter any discriminatory attitudes and behaviour that may cause harassment, alarm or discomfort to others, and action will be taken if this occurs.

Policy Key Features

- All materials produced by the company will meet good practice guidelines through the administration of a quality assured document control system. All materials will clearly state our aspiration to promote equality and clear information, advice and guidance.
- Equality, Diversity & Inclusion (EDI) support and resources will be provided for all stakeholders.
- Employers and subcontractors will be encouraged to actively support single equality legislation as part of their contractual agreement with us.
- Develop our internal and external image as a training provider committed to single equality.
- Recruitment will be undertaken on the principle that we will actively encourage applications from underrepresented minority groups.
- Demographic information will be collated on each cohort of learners and their achievement will be monitored. We will aim to actively promote our activities to under represented groups as an opportunity for employment and learning for all and work in collaboration with other organisations to that objective.
- Exit questionnaires will be conducted and used to collect views from stakeholders and used to inform business and strategic action planning.
- Links will be pursued with schools and other organisations to access hard to reach potential learners.
- Active partnerships will be formed with local agencies and groups by pursuing funding to support our work.

Links with Single Equality Procedures

- Customer Care & Service Policy
- Complaint Policy & Procedure
- Safeguarding Policy
- IAG Policy

Policy Monitoring, Evaluation and Review This Policy is monitored by the Director with Responsibility for EDI, through review and observation of all company procedures including external verification. This policy will be reviewed bi-annually or when new legislative requirements are introduced by the Directorate.

Location	Title	Responsibility	Date Created	Version/updated	Review Date
Corporate/E&D & safeguarding	Single Equality Policy	RD	March '14	3 – March'18	August '18