



Equality Policy

Policy Owner: Managing Director

Purpose: This policy details the company policy on equality.

1. Redline supports the principle of Equal Opportunity in employment, education and training and opposes all forms of unlawful and unfair discrimination on the grounds of:
 - a. Race.
 - b. Gender identity.
 - c. Sexual orientation.
 - d. Physical or mental challenges.
 - e. Cultural or religious beliefs.
 - f. Class.
 - g. Social standing.
 - h. Family circumstances.
 - i. Employment status.
 - j. Unrelated criminal convictions.
 - k. HIV status.
 - l. Nationality.
 - m. Ethnic or national origin.
 - n. Marital status.
 - o. Disability.
 - p. Age.
 - q. Any minority interests.
2. Redline is committed to the promotion and achievement of equal opportunity in the provision of all our services. We will actively promote and share good practice with all our staff and customers and take positive steps to change attitudes.
3. We will endeavour to ensure all persons, whether employed by Redline or taking advantage of our training and audit services, are treated equally and fairly and that procedures and decisions on recruitment, selection, training, promotion and career management are based solely on objective and job-related criteria.
4. Staff will respond accordingly and show appropriate behaviour where necessary. We aim to meet the individual needs of all staff, customers, visitors and delegates. Our trainees and delegates are given the opportunity to explore and acknowledge differences between themselves and others in a positive way.
5. Customers with special training needs or customers with English as an additional language will be offered positive support and where appropriate translations will be offered to ensure satisfactory training standards are achieved. The Special Consideration/Reasonable Adjustments form are offered to all customers before training takes place.
6. We will provide our training and assessment staff with the expertise needed to comply with policy. This includes the ability to:
 - a. Identify discriminatory behaviour
 - b. Identify trainees with support needs

- c. Support trainees with specific needs
 - d. Manage reasonable adjustments and special considerations
7. Redline recognise its legal obligations under the Equality Act 2010, the Equal Pay Act, and the Rehabilitation of Offenders Act.
 8. Keep aware of current guidance and future legislation regarding equality issues.
 9. Continually monitor the effectiveness of the policy.
 10. Provide staff with the appropriate training to enable them to perform their roles effectively and enhance their understanding of the need for equal opportunity policies and procedures.
 11. Initiate investigatory action if any employee is found to be in breach of this policy.
 12. Redline will monitor compliance with this policy; if a customer is concerned or affected by anything to do with this policy, we encourage them to use the Complaints Procedure as soon as practical following the incident.
 13. This equality policy is to be made available to all our customers upon request.