

Equality and Diversity Statement

Ringway Training aim to ensure that all of our training courses and accredited awards run in an environment in which everybody (both learners and trainers) recognises the importance of taking personal responsibility for our conduct and professionalism.

Equality includes protecting the rights of everyone so that people are treated fairly, and we do this by creating an attitude of respect and dignity. Everybody involved in the training event agrees not to present any behaviour or use any language that may be offensive to other people and agree to take full responsibility at all times for their own conduct.

Diversity includes recognising and valuing the differences in people, including gender, race, disability and any other individual characteristics, and we all ensure that attitudes to others are fully respect and that difference is valued.

As part of the training day, a range of activities will be included as part of learning process and the course trainer will explain these. Learners remain able to absent themselves from any parts of the training course which they may find offensive and understand that their decision to do so will be feedback to their manager and respected. Ringway Training will also provide advice to managers for any alternative methods of measuring knowledge in order for full certification to be made to any person who has chosen not to partake of any particular training activity.

Ringway Training ask that any issues or concerns which arise during the training day which are relating to equality and diversity are directed, in the first instance, to the course trainer from Ringway Training, who will then follow procedures to manage the situation. As part of the training day, Ringway Training will request learner feedback and ask that details of any further issues or concerns learners may experience are provided in order for these issues to be resolved.

On attending this training day and by signing the attendance record, learners have agreed to abide by this equality and diversity statement.

Kind regards

A handwritten signature in black ink, appearing to read "Mark Mallender".

Mark Mallender
Managing Director
Ringway Training Limited

Reviewed: March 2016
Version 1.1