



Equality, Diversity and Inclusion Policy

1. Policy Statement

Safer Greens is committed to fostering a culture of equality, diversity, and inclusion (EDI) where all stakeholders—staff, delegates, visitors, and partners—are treated with dignity and respect. We strive to eliminate discrimination, advance equality of opportunity, and promote good relations between diverse groups. This policy aligns with the **Equality Act 2010**, **CITB standards**, and best practices in EDI.

2. Definitions

- **Equality:** Ensuring fair treatment and access to opportunities for all, free from bias or disadvantage.
- **Diversity:** Valuing differences in protected characteristics (listed below) and diverse perspectives.
- **Inclusion:** Creating an environment where everyone feels respected, supported, and able to participate fully.
- **Protected Characteristics:** Age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex, sexual orientation.

3. Scope

This policy applies to:

- **Staff:** All employees, contractors, and volunteers.
- **Delegates:** Learners enrolled in CITB courses.
- **Visitors:** Third parties accessing Safer Greens premises or services.

4. Legal Framework

- **Equality Act 2010:** Prohibits discrimination, harassment, and victimization.
- **Public Sector Equality Duty:** Requires proactive steps to eliminate discrimination and advance equality.
- **CITB Standards:** Ensures training delivery reflects EDI principles.

5. Responsibilities

A. Safer Greens' Commitments

- Monitor workforce and delegate demographics to address under-representation.
- Provide reasonable adjustments for disabilities (e.g., accessible facilities, flexible learning formats).
- Ensure all policies, training materials, and resources are inclusive and non-discriminatory.

B. Staff Responsibilities

- Integrate EDI into teaching, assessments, and resource development.
- Aware of SSP CITB and Safer Greens **EDI requirements** and promote inclusive practices.
- Monitor delegate performance by protected characteristics and address achievement gaps.
- Report incidents of discrimination or harassment promptly (see **Section 8**).

C. Delegate Responsibilities

- Treat peers, staff, and visitors with respect.
- Engage with EDI induction materials and adhere to Safer Greens' code of conduct.
- Request adjustments or report concerns via designated channels.

D. Equality and Diversity Committee

- **Chair:** Centre Administrator (Oludotun Ashaye).
- **Members:** IQA (Omowaleola Ayanbadejo), Admin Officer (Sola Osinowo).
- **Duties:**
 - Recommend actions to address disparities.
 - Oversee annual policy reviews.

6. Inclusive Training Practices

- **Lesson Plans:** design must consider cultural sensitivity and relevance to diverse backgrounds.
- **Resources:** Use materials free from stereotypes or discriminatory assumptions.
- **Induction:** All delegates receive EDI information covering rights, responsibilities, and reporting mechanisms.

7. Monitoring & Reporting

- **Annual Review:** Assess policy effectiveness, update objectives, and align with legislative changes.
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8. Complaints Procedure

- **Reporting:** Submit concerns via email to enquiries@safergreens.co.uk or in person to the Centre Administrator.
- **Investigation:** All complaints are confidential and investigated within 10 working days.
- **Outcomes:** Resolved through mediation, training, or disciplinary action as appropriate.

9. Accessibility

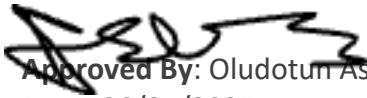
- **Policy Availability:** Provided in multiple formats (e.g., digital, large print, audio).
- **Language Support:** Translators available for non-English speakers during inductions.

10. Appendices

- **Appendix A:** Incident Reporting Form

- **Appendix B:** Equality Data Monitoring Template
- **Appendix C:** Reasonable Adjustments Request Form

Approved By:

A handwritten signature in black ink, appearing to be 'Oludotun Ashaye', written over the text 'Approved By: Oludotun Ashaye, Centre Administrator'.

Approved By: Oludotun Ashaye, Centre Administrator

Date: 06/04/2025

Next Review Date: 06/04/2026