

Equality Diversity & Inclusion Policy

DHA are committed to providing an inclusive learning and working environment for all learners and staff that is free from discrimination and unfair treatment and in which every individual can thrive.

Whilst this policy covers the learner experience as an apprentice they should also refer to the Equality and Diversity policy at their place of work.

This Policy should be read in conjunction with:

Support for Disabled Apprentices Policy

Reasonable Adjustments Policy

Apprentice Support Policy

Data Protection and Confidentiality Policy

DHA are an equal opportunities employer. We are committed to equality of opportunity and to following practices which are free from unfair and unlawful discrimination. The aim of this policy is to ensure that no learner, staff member or employer receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

All staff, learners and employers are covered by this policy and it applies to all areas of employment including recruitment, selection, training and career development.

While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers, staff at all levels, learners and employers have a responsibility to treat others with dignity and respect.

DHA as an employer and Training Provider is committed to:

- Creating an environment in which individual differences and the contributions of all are recognised and valued
- Entitling every employee and learner to a working environment that promotes dignity and respect
- Providing training, development and progression opportunities to all staff
- Understanding equality in the workplace
- Training all staff on the topic of Inclusion & Diversity
- Ensure that people of all ages are treated with respect and dignity

- Ensure that people of all ages are given equal access to our employment, training, development and promotion
- Providing services to which all apprentices are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, offending past, caring responsibilities or socio-economic background
- Making sure our services are delivered equally and meet the diverse needs of our learners
- Having clear procedures that enable our learners to access support and/or to raise a grievance or make a complaint if they feel they have been unfairly treated by either speaking to their Trainer or a member of the Senior Leadership Team.
- Treating breaches of our equality and diversity policy as misconduct which could lead to disciplinary proceedings
- Provide any reasonable adjustments to ensure that everyone have access to our services and employment opportunities
- Challenge discriminatory assumptions
- Challenge racism wherever it occurs
- Offer equal access for women and men to representation, services, employment and training
- Ensure that religion or beliefs and related observances are respected and accommodated
- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity
- Ensure that no individual is disadvantaged and that we take account of the needs of pregnancy or maternity
- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership