

1 Purpose

SquareOne Training (SquareOne) actively supports Human Rights and the Equality Act 2010, demonstrating an unwavering commitment to preventing any form of unlawful discrimination within our employment and business activities. This commitment applies consistently to our employees, associate trainers, suppliers, and customers (learners), aligning with British values.

2 Intended Audience

This policy is meticulously crafted to guide our employees and training associates, ensuring they refrain from engaging in any form of unlawful discrimination. Rooted in British values, our ethos revolves around embracing and celebrating individual differences, creating an environment where everyone can excel both professionally and personally.

We aspire to instil pride and dignity in all individuals, fostering a sense of inclusion, importance, inspiration, and safety. Special accommodations, reasonable adjustments, and suitable assessment locations and technical aids will be provided as needed, ensuring the safeguarding of all individuals.

Our Grievance Procedures are in place to ensure a compassionate approach to conflict resolution.

3 Disability

In alignment with the Disability Discrimination Act 1995, SquareOne mandates that staff, trainers, and associate trainers must not discriminate against individuals with disabilities. We commit to making reasonable adjustments to working arrangements, practices, and premises to accommodate the needs of disabled workers and visitors.

4 Discrimination

4.1 Direct Discrimination

Prohibition of direct discrimination based on factors such as race, age, disability, gender, etc. Decisions in the workplace should be solely based on abilities, skills, performance, and behaviour, aligning with British values.

4.2 Indirect Discrimination

Prohibition against indirect discrimination, treating individuals less favourably based on characteristics like sex, sexual orientation, marital status, etc. Examples include denying time off for religious holidays or failing to provide gender-appropriate services, which is inconsistent with British values.

4.3 Victimisation

Zero tolerance for victimisation, treating someone unfavourably due to proceedings or complaints about harassment or discrimination. SquareOne commits to providing fair references to former employees and learners without discrimination, reflecting British values of fairness and justice.

4.4 Harassment

Prohibition of harassment, encompassing unwelcome physical, verbal, or non-verbal conduct. This includes demeaning comments, indecent remarks, name-calling, teasing, or any behaviour aimed at causing degrading, humiliating, and hostile feelings, which runs counter to British values of respect and tolerance.

4.5 Transgender

Discrimination based on gender reassignment is unlawful under the Sex Discrimination (Gender Reassignment) Regulations of 1999, aligning with British values of inclusivity and diversity.

4.6 Marital Status

Discrimination based on marital status is against the law, covering whether an individual is single, married, divorced, widowed, separated, or with a domestic partner, in accordance with British values of treating individuals with dignity and respect.

4.7 Sexual Orientation

Under the Employment Equality (Sexual Orientation) Regulations 2003, discrimination based on sexual orientation is unlawful, reflecting British values of equality and non-discrimination.

4.8 Religion or Belief

Discrimination based on religion or belief is unlawful under the Religion or Belief Regulations 2003, encompassing both religious and non-religious beliefs, aligning with British values of religious freedom and tolerance.

4.9 Equal Pay

SquareOne ensures equal pay for equal work, as mandated by the Equal Pay Act 1970, justifying pay differences only based on job requirements and skills, consistent with British values of fairness and equality.

5 Age

SquareOne guarantees that individuals are not denied opportunities based on age, adhering to government-set retirement ages while considering requests to work beyond them, in accordance with British values of respect for individuals of all ages.

6 Safeguarding

In addition to non-discrimination, SquareOne is committed to safeguarding the well-being of all individuals involved in our training programmes. We adhere to robust safeguarding measures to ensure the protection of vulnerable individuals, fostering a secure learning environment. Details of these are in our Safeguarding policy.

7 Complaints Procedures

For details on making complaints, please refer to our complaint's procedures, ensuring transparency and adherence to British values of accountability.

8 Document Ownership

SquareOne will diligently inform all staff, training consultants, and affiliated individuals of this policy, underscoring the importance of their responsibility. The ultimate responsibility for policy objectives, compliance, and safeguarding measures lies with the Managing Director, Lisa Johnson, embodying British values of leadership and accountability.

Actions contrary to the spirit of this policy, including safeguarding principles, may result in contract termination.

9 Document Review

This document and its processes will undergo continuous monitoring. Any arising matters, including those related to safeguarding, will be meticulously documented and addressed. A formal review of the document will take place in August 2024. This commitment aligns with British values of continuous improvement, accountability, and the safeguarding of individuals.