

Equality and Diversity Policy

Person Responsible: Managing Director

AIMS and Promotion of the policy

To set Axia's commitment and approach to equality in respect of its role as an employer and training provider.

All Axia Solutions' staff, partners, sub-contractors, students and apprentices read and are supported to understand the contents of this policy so that they remain aware of its contents in order to act and respond accordingly. Annual CPD reinforces and refreshes understanding. The policy forms part of our apprenticeship training, and underpins interactions with all stakeholders.

POLICY STATEMENT

The company is committed to developing employment policies, procedures and practices that do not discriminate unfairly or unlawfully against anyone and that promote equality of opportunity for all. Axia complies with legislation and incorporates the principles of equality in all policies and procedures, promoting equality and embracing diversity. No employee, job applicant or learner will receive less favourable treatment on the grounds of their gender or transgender, marital status or civil partnership, racial group, religion or belief, sexual orientation, age, disability, pregnancy or maternity.

Axia Solutions believes firmly in equality of opportunity in all aspects of employment including recruitment, pay, terms and conditions of service, development and training. The company has an active safer recruitment policy that achieves diversity across the organisation employing individuals who have protected characteristics or are associated with those who have protected characteristics, for example a family member or friend. All new recruits to Axia undertake Equality and Diversity training as part of their company induction.

Commitment to the policy raises the aspirations of our learners improving their chances of progression and employment. By incorporating the commitment to the policy into all that we do and all that we create we have developed a framework for the promotion of equality and diversity which is integral to our mission and corporate objectives.

Our Role and Commitment to Equality and Diversity

Axia Solutions is a training provider offering Apprenticeship and Adult training programmes across a variety of occupational areas. We operate from modern offices in Stoke on Trent, delivering mainly work-based training solutions to a range of sectors nationally and are a lead provider for the Education and Skills Funding Agency.

Our mission is to be recognised for the effective implementation and delivery of quality work-based and SWAP learning programmes in a safe and protective environment to satisfy the needs of employers, learners and stakeholders. We take responsibility for safeguarding all learners and are committed to providing safe learning environments that embrace equality and diversity. Full details of Safeguarding are contained within our Safeguarding policy. Axia recruit learners from companies who are committed to and can prove they adhere to healthy, safe, inclusive and diverse working conditions. Axia share our key policies with all employers and learners as part of learners' recruitment, enrolment and induction.



In addition to complying with the legal requirements of equality, we also demonstrate our commitment further by positive promotion of learning to individuals who may have personal and academic barriers to learning that has hitherto inhibited engagement in learning. Axia's extensive pre-enrolment and initial assessment process informs the ILP and provides a learning support strategy that ensures learning is accessible. We encourage our learners to reach their potential and to progress as far as their talents and abilities will take them.

All learning programmes are fully inclusive and we do not tolerate any form of discrimination or harassment. Inappropriate behaviours are challenged and measures put in place to address the impact of such behaviours and to provide personal development encouraging reflection and a change to behaviours when required. The structure of the apprenticeship standards reinforces the principles of equality and diversity particularly via the teaching and assessment of behaviours. Learning reviews and resulting actions underpin the promotion of equality and diversity and provide an additional forum for learners, employers and trainers to discuss and remedy any concerns they may have around fairness of treatment in the work place, personal life or during learning.

All learning resources promote inclusivity and seek to educate in terms of inclusivity and intolerance of discrimination. Learners benefit from delivery and resources that embeds equality and diversity but also from learning materials that specifically teach the principles of equality and diversity. Staff promotion of and commitment to equality and diversity forms part of Axia's teaching, learning and assessment observations and is a regular whole team meeting agenda item. Effective implementation of the policy is supported by staff training via specific online or face-to-face CPD and individual training if required, following observations, quality reviews and as part of Personal development Plans. CPD regularly refreshes, underpins and reminds staff of the importance of inclusivity and counteracting discrimination in all of its forms and at all times.

The Managing Director of Axia is accountable for the fulfilment of our equality duties but every member of staff is responsible for the day to day execution of our strategy.

Race Relations Amendment Act 2000: Duties

Axia Solutions will not treat any individual less favourably on grounds of colour, race, nationality, religious belief and ethnic or national origin.

We make every effort to make appropriate arrangements to eliminate unlawful racial discrimination and to promote equality of opportunity and good relations between people of different groups.

We provide services fairly and without discrimination, direct or indirect, and ensure that all employment-related practices – recruitment, selection and access to training and support are fair.

We actively monitor and promote training services to different groups and are happy to consult with different groups on the provision of those services.

Disability Discrimination – Equality Act 2010: Duties

Axia Solutions is committed to ensuring that disabled people, including those with learning difficulties and disabilities are treated fairly and have the same opportunities as others.

We will take account of peoples' disabilities even where that involves treating disabled more favourably than others. All reasonable adjustments to provision will be made to ensure that disabled learners are not substantially disadvantaged.

All efforts will be made to promote a positive attitude towards disabled people with a view to the elimination of unlawful disability discrimination and disability-related harassment.

Equality and Diversity – Equality Act 2010: Duties

Axia will ensure that all programmes are inclusive and that all participants are treated fairly irrespective of their race, disability, gender, gender identity, sexual orientation, religion and belief and age.

We will work to protect marginalised or under-represented groups from discrimination, including bullying and harassment and take action to prevent them from being disadvantaged.

All policies will reflect diversity; the differences in the values, attitude, cultural perspective, beliefs, ethnic background, sexual orientation, ability or disability, skills, knowledge, age and life experiences of individuals.

All learners are valued for their diversity and we will take account of their varying needs and preferences.

Consultation

Employers, learners and partners have been consulted with regard to this policy and it will be reviewed and updated on an annual basis. The current policy is version 3 of the original.

Staff Training

Staff have received the following Equality and Diversity training:

- Understanding the impact of legislation
- Equality Impact Assessments
- Developing and implementing a SES
- ACAS Equality and Diversity online learning

Impact Assessment Statement

All policies and procedures are examined for any negative impact which could disadvantage an individual or group with a view to eliminating or minimising that impact. The objective is to improve the quality of the service offered by Axia and will be used to review current and new policies.

PB Rowland

Paula Rowland
Managing Director

Reviewed annually	
Last Review Date	August 2022
Next Review Date	August 2023