

# Fareport Training Organisation Limited

## Equality & Diversity Summary Statement

*Ensuring fair treatment • valuing diversity • removing barriers to equality of opportunity*

**Fareport is committed to equality throughout all its activities both as an employer, a provider of services and its engagement with all sectors within society. Fareport fully supports the concept of widening participation and are committed to providing learning opportunities for all people within the community so that they can attain the necessary skills to become effective members of the workforce.**

Fareport is committed to providing equality of opportunity and tackling discrimination, harassment and intimidation, and disadvantage. We are also committed to achieving the highest standards in service delivery, decision-making, and employment practice.

Equality of opportunity for all sections of the community and workforce is an integral part of this commitment. Fareport will not tolerate the less favourable treatment of anyone on the grounds of their Protected Characteristic as defined within the Equality Act 2010. In driving forward our policy, we will: -

Seek to ensure that our workforce reflects the diverse communities we serve and that every employee is treated fairly.

Take action to eradicate discrimination and inequality when delivering services, when employing others to deliver services on our behalf and when providing funding to others to provide services.

Fulfil our obligations by adopting legal, national, and local guidelines that seek to ensure equality of opportunity, eradicate discrimination, and promote good relations between all the communities we work alongside.

Evaluate the impact of our policies, services, and functions on communities and make changes to them where they impact unfairly or adversely on any group/s.

Make equalities a part of everyday working practice and train our employees to carry out this policy.

Set challenging equality objectives and targets in relation to employment, service delivery and the carrying out of our functions.

Make any necessary changes to our working practices, our buildings and our publicly available information so that Fareport and its services are accessible to all people.

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Work with others to stamp out harassment and intimidation.

Use our influence and purchasing power to help make equality a reality for all and to eliminate prejudice, discrimination and disadvantage.

Consult with people from local diverse communities to help shape the services we deliver and our policies and practices.

Consider the needs of our communities in the methods we use for communicating with learners, employees, customers, and other service providers.

Fareport have a range of policies and procedures that relate to our promotion of Equality and Diversity including:

- Equality & Diversity Policy
- Disability Statement (Learners & Employees)
- Harassment and Bullying Policy
- Safeguarding, Child Protection and Prevent Policy and Procedures

Fareport has a fully developed **Single Equality Strategy** which details our objectives, targets, and actions.

If as a member of staff, learner, employer, member of the public, contractor, or representative of a learning centre you wish to seek clarification, explanation or communicate with Fareport regarding Equality and Diversity, you can do so by writing to:

Fareport Training Organisation, Chief Executive, 28a Westfield House, Lower Bath Lane, Fareham, Hampshire, PO16 0DH

Signed:



N Paphitis  
Chief Executive