

Equality, Diversity & Dignity Summary Statement

Ensuring Fair and Respectful Treatment • Valuing Diversity Removing Barriers to Equality of Opportunity

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

Fareport is committed to providing equality of opportunity and tackling discrimination, harassment, 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 and respectfully.
- Take action to challenge discrimination and inequality when delivering services, when employing others to deliver services on our behalf and when providing funding to subcontractors 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 via an Equality Impact Assessment (EIA) and make changes to them where they impact unfairly or adversely on any group(s).
- Continue to make equality part of our everyday working practice and train our employees to carry out this policy.
- Measure and review our progress in relation to employment, service delivery and the carrying out of our functions via our annual self-assessment report, and business wide development plans.
- Review and make any improvements to our working practices, our buildings and our publicly available information so that Fareport and its services are accessible to all.

- Work with stakeholders to stamp out harassment and intimidation.
- Use our influence and purchasing power to help make equality a reality for all by working towards the elimination of prejudice, discrimination and disadvantage.
- When the opportunity presents, to consult with people from our local diverse communities to help shape the services we deliver.
- Consider the needs and accessibility of our stakeholders in the methods we use for communicating with learners, employees, customers, and other service providers.

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

- **Recruitment and Selection Policy (Ref: 8)**
- **Safeguarding, Prevent and Child Protection Policy (Ref: 17)**
- **Learner Involvement Policy (Ref: 19)**
- **Community Cohesion Policy (Ref: 27)**
- **Stakeholder Engagement & Involvement Policy (Ref: 56)**
- **Additional Learning Support Policy (Ref: 58)**
- **Harassment and Bullying Policy**

Fareport has a fully developed Single Equality Strategy which details our objectives, targets and actions, as well as utilising the EIA where appropriate.

If as a member of staff, learner, employer, member of the public, subcontractor, or any other stakeholder you wish to seek clarification, explanation or communicate with Fareport regarding Equality, Diversity or Dignity, you can do so by writing to:

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

Signed:



Natalie Cahill, Chief Executive
Reviewed annually.

Last review: May 2018