



Kate's Training CIC

Equal Opportunities Policy

1. Equal Opportunities Policy Statement

Kate's Training CIC is equal opportunities organisation:

- It is our aim that there shall be equal opportunities within this organisation and in all the services we provide and services provided by approved Trainers/Assessors.
- There shall be no discrimination on the grounds of gender, gender reassignment, marital status, colour, race, disability, age, ethnic or national origin, religion or belief, sexual orientation, marriage and civil partnership, maternity, or political opinion.
- All our employees, associates, volunteers and approved Trainers have a responsibility to apply this principle in practice.

2. To implement the policy, we will:

- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions and work objectives of all staff.
- Provide equality training and guidance as appropriate, including training on induction as well as further ongoing courses as identified via our internal management and review arrangements.
- Incorporate equal opportunities notices into general communication practices.
- Communicate, as appropriate, this policy to employees and all those associated with the services provided by us including approved Trainers.
- Ensure that we apply the policy in all aspects of our activities and those of approved Trainers.
- Clarify the responsibility of all staff members and approved Trainers in any aspect of their business activities.
- Ensure that there are no barriers to entry to courses and qualifications offered by us Trainers for disabled people, women or men, or people from different racial groups, other than those directly related to the integrity of the courses and qualifications.
- We will state the nature of any barriers and the inclusion of the requirements that create the barrier justified only and explicitly in terms of the integrity of the courses and qualifications.
- We will record any details of how the effect of any barriers will be mitigated, including using access arrangements, including reasonable adjustments.
- Make every practical effort to ensure that materials, services, and facilities are not only free from bias but will also support employees approved Trainers and Learners in maximising employment and personal development opportunities.
- Require approved Trainers to base assessments on knowledge and competence related to the qualification and the exercising the qualification following our Awarding Organisation requirements and standards.

Kate's Training CIC is a community interest company limited by guarantee and registered in England and Wales (Registration number 15816406).



3. Monitoring

Kate's Training CIC will comply with all current and relevant legislation, and this policy will be monitored and reviewed periodically and revised as and when necessary. Applicable legislation, which at the time of writing includes, but is not limited to, the Equality Act 2010.

- As part of the monitoring of Learners registering for our Training qualification, we will collect information on diversity, requests for special considerations, access arrangements, and feedback from Learners, approved Trainers, and other stakeholders.
- All relevant issues identified that suggest that our provision or services may have an unnecessary impact on Learners will be reported back to the Company Director, who will be responsible for leading on introducing amendments to provision and services where necessary and under our documented procedures for delivering courses and qualifications.
- Details of the outcomes of each review will be made available to the qualification regulators upon request.

This policy should be read alongside our other organisational policies and is reviewed every 12 months and as and when required. Should you have any questions, please email support@katestraining.uk or call 07362512257 or 01617062276.

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Last review on 25/11/2025.