

Safety-Zone Ltd – Equal Opportunities Policy

1. Purpose

Safety-Zone Ltd is committed to providing a fair, inclusive and respectful environment for everyone we work with. We value diversity and ensure equality of opportunity across all areas of our business — from training delivery and consultancy to customer service and partnership working.

This policy sets out how we meet our responsibilities under the **Equality Act 2010** and how we promote a culture where everyone is treated with dignity and respect.

2. Our Commitment

Safety-Zone Ltd will:

- Promote equality of opportunity for all staff, learners, customers and partners.
- Prevent discrimination, harassment and victimisation in all our activities.
- Recognise and value diversity across the communities we serve.
- Provide services that are accessible and inclusive to all individuals.
- Make reasonable adjustments to support people with disabilities or additional needs.
- Challenge discriminatory behaviour whenever it occurs.

We apply these commitments regardless of a person's protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

3. Scope

This policy applies to:

- All Safety-Zone employees
- Freelance trainers and consultants
- Learners and course participants
- Clients, customers and partner organisations
- Any individual representing Safety-Zone Ltd

Everyone has a responsibility to uphold the principles of equality, dignity and respect.



4. Roles and Responsibilities

Managing Director

The Managing Director has overall responsibility for ensuring this policy is implemented, monitored and reviewed.

Managers and Trainers

Managers and trainers must:

- Promote inclusive practice in all training and consultancy work.
- Identify and address barriers that may prevent participation.
- Respond promptly to concerns relating to discrimination or unfair treatment.

All Staff and Contractors

Everyone working with Safety-Zone is expected to:

- Treat others with dignity and respect
- Avoid discriminatory behaviour
- Report concerns or incidents to the Managing Director

5. Accessibility and Reasonable Adjustments

Safety-Zone Ltd is committed to ensuring our services are accessible to all. We will:

- Review physical access to training venues regularly.
- Provide alternative formats for learning materials where required.
- Adapt training delivery to meet individual needs.
- Ensure digital content is accessible and user-friendly.

We encourage learners and clients to tell us about any adjustments they may need as early as possible.

6. Working With External Organisations

We expect all organisations working with Safety-Zone Ltd to:

- Uphold equality and diversity principles
- Demonstrate inclusive practice
- Address any concerns raised in relation to discriminatory behaviour

Reference to this policy will be included in relevant contracts and agreements.



7. Monitoring and Continuous Improvement

To ensure we meet our commitments, Safety-Zone Ltd will:

- Monitor equality-related feedback from learners and clients
- Review training outcomes to identify any disparities
- Update practices in line with legislation and best practice
- Review this policy every three years or sooner if required

8. Reporting Concerns

Anyone who experiences or witnesses discrimination, harassment or unfair treatment is encouraged to raise the issue with the Managing Director. All concerns will be:

- Taken seriously
- Handled sensitively
- Investigated promptly

Safety-Zone Ltd will not tolerate victimisation of anyone who raises a concern in good faith.

SIGNATURE: *Robin Clark*
Managing Director

NAME: **ROBIN CLARK**
DATE: **January 2026**

