



RESCUE EMERGENCY CARE IRL

RECFIRSTAID LTD.

t/a Rescue Emergency Care Irl

Equal Opportunities Policy

<i>Code:</i>	<i>EA1.15 POL A5 Equal Opportunities</i>
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<i>Created by:</i>	<i>Director of Training</i>
<i>Approved by:</i>	<i>Director</i>
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Change history

Date	Version	Created by	Description of change
<i>01/07/2016</i>	<i>0.1</i>	<i>DOT</i>	<i>Document creation.</i>

It is the policy of Recfirstaid Limited to recognise and respect the rights of all persons associated with the company to operate a training provision service that is free from harassment and discrimination and to develop an effective procedure to promote equality of access and participation and eliminate discrimination on grounds of culture, race, gender, disability, religion & age and social background in all procedures and practices. Allocation of places to any course under the control of Recfirstaid is detailed in the admission policy.

Aims

- To treat all persons fairly
- To treat all persons with equal concern
- To respect the way any person or persons lead their day to day lives
- To encourage participation in a variety of activities and provide opportunity to experience a diversity of cultures and religions within any of our training awards
- To assist those whose first language is not English
- To treat all individuals equally regardless of age
- To give each person an equal opportunity to develop to their potential
- To allow access to all activities regardless of ability unless it is deemed unsafe
- To become aware and eliminate discriminatory reactions
- To promote a person's self-esteem and enhance their feeling of self-worth

- When possible, to cater for those with a disability or additional needs, considering their individual circumstances

Employment, Staffing , Student Access

Recfirstaid Limited provides equal opportunities to all employees, applicants for employment and students without discrimination on grounds of gender, marital status, family status, sexual orientation, religion, disability, race or membership of the Traveller community. Recfirstaid Limited ensures all applicants for employment or admission to our instructor network are treated fairly on the basis of their merits, abilities, qualifications and suitability for appointment. In service training is provided for all staff and network instructors in the area of equal opportunities, in order to raise awareness of discriminatory actions or behaviours

Discriminatory behaviour

Discriminatory behaviour or remarks on the grounds of gender, race, religion, colour, creed, sexual orientation, age, marital status, family status and ethnic origin or political belief is not tolerated and each person will be treated with equal rights.

Recfirstaid Limited will comply with all relevant legislation, including:

UN Convention on Human Rights

The Employment Equality Acts, 1998 and 2007 The Equal Status Act 2000 to 2004