

B P I F
TRAINING

EQUALITY, DIVERSITY AND INCLUSION POLICY

B P I F TRAINING LIMITED

Version 1.0 | July 2026

1 PURPOSE

BPIF Training is committed to creating a fair, inclusive and welcoming environment where everyone is treated with dignity, respect and fairness. We believe that diversity strengthens our organisation and enriches the learning and working experience for learners, staff, employers and stakeholders.

This policy outlines our commitment to promoting equality of opportunity, celebrating diversity, fostering inclusion and preventing discrimination, harassment, bullying and victimisation.

2 OUR COMMITMENT

BPIF Training is committed to:

- ◆ Promoting equality of opportunity for all.
- ◆ Creating an environment where individual differences are recognised, respected and valued.
- ◆ Preventing discrimination, harassment, bullying and victimisation.
- ◆ Supporting learners and staff from all backgrounds to achieve their full potential.
- ◆ Removing barriers that may prevent people from accessing learning, employment or support.
- ◆ Making reasonable adjustments where appropriate.
- ◆ Complying with the Equality Act 2010 and other relevant legislation.
- ◆ Embedding equality, diversity and inclusion throughout our culture, policies and practices.

We expect all learners, employees, contractors, employers and visitors to contribute positively to an inclusive environment and to treat others with respect at all times.

3 PROTECTED CHARACTERISTICS

BPIF Training is committed to ensuring that no individual is disadvantaged because of a protected characteristic under the Equality Act 2010. These include:

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|----------------------------------|---|
| ◆ Age | ◆ Race, ethnicity, nationality or national origin |
| ◆ Disability | ◆ Religion or belief |
| ◆ Gender reassignment | ◆ Sex |
| ◆ Marriage and civil partnership | ◆ Sexual orientation |
| ◆ Pregnancy and maternity | |

We oppose discrimination in all its forms and seek to ensure equality of opportunity for everyone.

4 OUR APPROACH

We will:

- ◆ Recruit, develop and promote individuals based on merit, skills and ability.
- ◆ Ensure learners have equal access to training, assessment and progression opportunities.
- ◆ Consider individual needs and circumstances when planning learning and support.
- ◆ Provide reasonable adjustments for learners, staff and applicants where appropriate.
- ◆ Promote inclusive teaching, learning and assessment practices.
- ◆ Challenge discriminatory language, behaviour and attitudes.
- ◆ Encourage open dialogue and mutual respect.
- ◆ Regularly review our practices to identify and address inequalities.

5 HARASSMENT, BULLYING AND VICTIMISATION

BPIF Training has a zero-tolerance approach to discrimination, harassment, bullying and victimisation.

Any behaviour that creates an intimidating, hostile, degrading, humiliating or offensive environment will be taken seriously and may result in disciplinary or other appropriate action.

Individuals who raise concerns in good faith will be supported and protected from victimisation.

6 LEARNER AND EMPLOYEE SUPPORT

We recognise that individuals may require different types of support to achieve their potential.

BPIF Training is committed to:

- ◆ Identifying and removing barriers to participation.
- ◆ Providing additional learning support where required.
- ◆ Implementing reasonable adjustments.
- ◆ Promoting wellbeing and learner welfare.
- ◆ Supporting progression into further learning or employment.
- ◆ Maintaining accessible learning environments and resources.

7 RESPONSIBILITIES

Everyone associated with BPIF Training has a responsibility to promote equality, diversity and inclusion.

Managers, staff and learners are expected to:

- ◆ Treat others fairly and respectfully.
- ◆ Challenge inappropriate behaviour where appropriate.

- ◆ Report concerns relating to discrimination, harassment or bullying.
- ◆ Support and promote an inclusive culture.

8 REPORTING CONCERNS

Any individual who believes they have experienced discrimination, harassment, bullying or victimisation should report their concerns through the appropriate BPIF Training procedures.

Concerns will be investigated promptly, fairly and sensitively.

9 MONITORING AND REVIEW

BPIF Training regularly reviews its policies, procedures and practices to ensure they remain effective, compliant and reflective of best practice. Monitoring outcomes is central to this: a commitment to equality is only meaningful if we can demonstrate that different groups are not experiencing different results.

What we monitor

We collect and analyse data by protected characteristic across the learner and employee journey, including:

- ◆ Achievement and pass rates, including end-point assessment outcomes and grades.
- ◆ Retention, withdrawal and break-in-learning rates.
- ◆ Progression into further learning or employment on completion.
- ◆ Take-up of additional learning support and reasonable adjustments.
- ◆ Complaints, grievances and concerns relating to discrimination, harassment, bullying or victimisation.
- ◆ Recruitment, promotion and staff development activity.

How we use the information

- ◆ We compare outcomes between groups to identify gaps and any pattern of disadvantage.
- ◆ Where a gap is identified, we investigate the cause rather than assuming it is explained by the characteristic itself.
- ◆ We agree actions to close identified gaps and track whether those actions have worked.
- ◆ Findings inform our self-assessment and quality improvement planning.
- ◆ Results are reported to the Managing Director and senior management team.

Monitoring data is analysed in aggregated and anonymised form wherever possible. Personal data is handled in accordance with our Privacy Notice, and providing equality information is voluntary.

Review

This policy will be reviewed periodically and updated where required, or sooner if there is a change in legislation, guidance or our own monitoring findings.

Policy owner	Karly Lattimore, Managing Director
Approved by	Managing Director, BPIF Training Limited
Version	1.0
Date of issue	July 2026
Next review date	July 2027
Applies to	All learners, employees, contractors, employers, visitors and associates
Related legislation	Equality Act 2010

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EVERYONE BELONGS HERE.

Treated fairly. Supported fully. Valued equally.