

Equal Opportunity Statement



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LiftSkill Equal Opportunity Statement

At LiftSkill, we are committed to ensuring that all individuals, regardless of their background, characteristics, skills or abilities, have equal access to and support in pursuing material handling equipment (MHE) safety training. Our policies and practices are designed to uphold the principles of equal opportunity, providing a fair and inclusive learning environment for all participants. We strive to empower candidates to achieve their full potential in forklift truck safety.

LiftSkill's Key Pillar of Equal Opportunity:

Equal Worth:

- Every participant in our training courses is valued equally, irrespective of faith, belief, culture, class, race, gender, sexuality, disability, or other characteristics.

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Addressing Diversity:

At LiftSkill, while we adhere to relevant legislation such as the Equality Act 2010, our commitment to diversity and equal training opportunities goes beyond legal requirements. We consider the following points part of our approach to fostering diversity, inclusion, and equal training opportunities. Please note that this list is not exhaustive.

1. Religion:

- We promote an ethos of tolerance and respect for the beliefs and practices of all individuals, fostering an inclusive learning environment.

2. Culture, Class, and Race:

- Recognising the diverse backgrounds of our participants, we strive to foster mutual respect and understanding to promote social harmony.

3. Gender:

- We are committed to examining our curriculum, procedures, and materials for gender bias or inequality, ensuring equal opportunities for all genders.
- We encourage students to respect the achievements of women and men equally.
- We do not tolerate stereotyped assumptions about gender-based behaviour, ensuring an enjoyable learning experience and fair and unbiased assessment procedures for all.

4. Sexuality:

- We refrain from making assumptions about the sexuality of any course members and strictly prohibit derogatory or bullying behaviour of any kind, fostering an environment of respect and inclusion for all.

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Implementation (Provision of Materials, Training, and Examination):

1. **Integration of Equal Opportunities:** Equal opportunity practices are integrated into all aspects of our training program, including the formal curriculum, informal activities, and the overall course culture.
2. **Tailored Provision of Materials:**
 - Materials provided are customised to meet the specific needs of each course, ensuring accessibility for all participants.
3. **Training Procedures:**
 - LiftSkill maintains transparent, standardised training procedures to ensure fairness and consistency. Accredited by AITT, our activities receive thorough monitoring.
4. **Communication:**
 - SkillLift communicates its commitment to equal opportunity through various channels, including training materials, website content, and verbal interactions with candidates. We actively promote a culture of inclusivity and respect among all stakeholders.
5. **Compliance:**
 - LiftSkill adheres to all relevant laws, regulations, and guidelines on equal opportunity and non-discrimination. We continuously monitor our policies and practices to ensure compliance with applicable legal requirements.
 - All participants in our training courses are expected to adhere to our Equal Opportunities guidelines. Any behaviour contrary to these principles will be addressed promptly and appropriately.
6. **Provision of Materials According to Course Needs:**
 - Materials provided will be tailored to meet the specific requirements of each course, ensuring accessibility for all participants.

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7. **Adaptation of Training:**

- The aims and objectives of the training may be reasonably adjusted as necessary to be achievable to suit the environmental conditions and the skills and abilities of each participant.
- Training sessions will be adapted to accommodate individuals' varying capacities and learning styles, ensuring that all participants can fully engage with the material.
- LiftSkill is committed to providing reasonable accommodations to candidates with disabilities to ensure their full participation in training activities.

8. **Person-Centered Learning Approach:**

- Recognising that candidates may develop at different rates and have unique learning styles, we adopt a person-centred approach to learning, tailoring instruction to everyone's training preferences.

9. **Support for Candidates with Special Educational Needs:**

- Acknowledging the diverse needs of candidates with special educational needs, including those with physical, emotional, behavioural, or learning difficulties and impairments in sight or hearing. We recognise that exceptionally able candidates also have special needs that require attention.

10. **Collaboration with Agencies for Effective Learning:**

- In cooperation with our clients and with their agreement, we engage a wide range of agencies, such as accredited translators, to provide additional support to candidates as needed, ensuring compelling learning experiences for all.

11. **Respect for Cultural and Religious Diversity:**

- Participants are encouraged to express their cultural and religious identity through unique dress forms, provided they align with safety regulations. However, during practical training sessions, all clothing must adhere to workplace health and safety protocols, including the mandatory use of safety equipment, such as safety boots or hi-viz vests.

12. **Promoting Multiculturalism and Bilingualism:**

- We sincerely appreciate our multicultural community's rich history, diverse experiences, and valuable contributions. As such, we encourage all members to embrace their language or dialect, recognising bilingualism as helpful.

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Discriminatory attitudes or prejudices of any kind, including negative stereotypes, bullying, condescension, or racism, are strictly prohibited and will not be tolerated in any form.

13. Examination – Reasonably Adapted to Individual Ability:

- Examinations may be adapted to suit individual needs, including support for reading, writing, comprehension, and simplifying complex terms for better understanding.

14. Fair Assessment:

- Participants' performance will be assessed fairly and impartially, ensuring everyone is evaluated based on their abilities and achievements.

15. No Personal Bias – Bias Awareness:

- All our instructors in training and assessment have undergone bias awareness training to ensure that personal biases do not influence their interactions with participants.

16. Prioritising Well-being:

- We acknowledge that certain external factors can affect an individual's concentration ability. Our priority is the candidate's well-being. Considering the unique circumstances and requirements, our instructors will display empathy and flexibility in their training approach. The latter could include adjusting the training pace or content to reduce stress, providing additional support and guidance to the candidate, allowing for breaks or rescheduling training sessions as necessary and fostering a supportive environment where the candidate feels comfortable discussing their challenges.

17. No Prejudgment:

- Candidates will not be prejudged based on previous disqualifications or behaviours, allowing each individual to demonstrate their safety awareness and skills operating the truck without bias or discrimination.

18. Reporting and Feedback:

- Candidates who believe they have been subjected to discrimination or unfair treatment are encouraged to report their concerns to liftskill@outlook.com. LiftSkill will promptly investigate any complaints of discrimination and take appropriate corrective action as necessary.