



## **MASTER EQUALITY AND DIVERSITY POLICY FOR DELEGATES**

### **Disability Discrimination Statement**

Board Secure Limited, trading as Governance360 (“Governance360”) is committed to ensuring equality of opportunity and fairness and to valuing the diversity of our customers, delegates, and colleagues.

We aim to provide excellent customer service by maintaining the highest standards of professional excellence. We are committed to training and continuing professional development to encourage all colleagues and delegates to reach their full potential, regardless of age, gender, marital status, race or ethnicity, nationality, disability, religion or religious or other beliefs, sexual orientation, social or educational background or family or care responsibilities

- The Equality Act 2010 provides disabled people with protection from discrimination in the work/learning place.
- Employers/Training Providers must make reasonable adjustments to accommodate a worker/learner with a disability
- Disabled employees/learners are protected from harassment at work/learning place

Board Secure Limited, trading as Governance360 (“Governance360”) will ensure:

- Our digital training materials are created to enable learners to adjust font sizes appropriately
- Our digital training materials will offer suitable audio provision in addition to any text or video content provided
- Our booking system prompts for information with regards to any special needs and if highlighted the delegate will be contacted prior to training to ensure that their needs can be met (generally in conjunction with their Company training administrator)

### **Complaints of Discrimination**

Board Secure Limited, trading as Governance360 (“Governance360”) will treat seriously all complaints of unlawful disability discrimination on any forbidden grounds made by employees, learners or other third parties and will act where appropriate.

All complaints will be investigated in accordance with the organisation's grievance or complaints procedure.

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