

Learning & Development Equal Opportunities Policy Statement

The Equality Act 2010 **provides a legal framework to protect the rights of individuals and advance equality of opportunity for all**. This came into force in April 2011 and aims to: Eliminate discrimination, harassment and victimisation.

Alcohol Focus Scotland training development and delivery will actively promote equality and diversity by:

1. Challenging negative attitudes where we come across them, for example during the delivery of training to learners or our involvement and engagement work with those with lived experience;
2. Avoid stereotypes in production of our resources;
3. Ensuring that AFS employees and trainers treat clients, customers, learners, suppliers equitably and fairly; and
4. Ensuring trainers and facilitators establish clear rules regarding how participants in our training or events treat one another, to ensure equality and inclusion.

Any learner requiring reasonable adjustments to enable them to participate in a course and/or to undertake an examination will be accommodated to the best of the organisation's ability.

Learners are asked to notify AFS in the first instance to enable us to consider and put any adjustments in place, to support them.

The full Equal Opportunities Policy is available on request.

Contact training@alcohol-focus-scotland.org.uk or Tel: 0141 572 6700.

Complaints / Remedies

Any learner who believes that they have been discriminated against, harassed or victimised should contact AFS's Business Support Manager, Imogen Adams, at imogen.adams@alcohol-focus-scotland.org.uk or Tel: 0141 572 6700 in confidence and the matter will be investigated.