

Inclusion, Equity & Diversity

Statement of Intent



Our Commitment to Learners, Employers and Communities

At Total Training Provision, we are committed to creating an environment where everyone can learn, develop and succeed. Our purpose is to provide high-quality education, training and support that enables individuals to achieve their ambitions, progress in their careers and make a positive contribution to society. We place learners at the heart of everything we do and work closely with employers, partners and stakeholders to ensure our provision is inclusive, accessible, relevant and impactful.

We believe that equality, diversity, inclusion, dignity and respect are fundamental to effective learning, employment and partnership working. We are committed to ensuring that all individuals have fair access to opportunities regardless of their background, circumstances or protected characteristics. We actively promote a culture where diversity is valued, individual differences are respected, and barriers to participation and achievement are identified and removed wherever possible.

We are equally committed to maintaining learning and working environments that are safe, supportive and free from discrimination, bullying, harassment, victimisation or any form of unacceptable behaviour. We expect all learners, staff, employers, contractors, visitors and partners to uphold these principles and contribute to a culture of mutual respect, professionalism and accountability.

Our approach is founded on integrity, transparency and ethical practice. We are committed to providing impartial information, advice and guidance, delivering high-quality learning experiences, safeguarding the wellbeing of those we work with and ensuring that decisions are made fairly, consistently and in the best interests of our learners and stakeholders.

We recognise that individuals have different starting points, aspirations and support needs. We are committed to providing appropriate support, reasonable adjustments and personalised learning approaches that enable all learners, including those with

special educational needs, disabilities or additional barriers to learning, to participate fully and achieve their potential.

We will continually review and improve our services, policies and practices through stakeholder engagement, quality assurance and evidence-based decision-making. By listening to learners, employers, staff and partners, we strive to create opportunities, remove barriers and deliver positive outcomes that support individual success, workforce development and stronger communities.

Seeking Support, Advice or Raising a Concern

Total Training Provision is committed to ensuring that learners, employers, staff and stakeholders can access support whenever it is needed. Whether you require additional learning support, impartial advice, guidance, or wish to raise a concern, we encourage you to contact us at the earliest opportunity.

Learning Support

If you need additional help with your learning, require reasonable adjustments, or would like to discuss any barriers affecting your participation, wellbeing or progress, please contact our Learning Support Team:

learning.support@total-tp.com

Wellbeing or Welfare Concern

If you have a welfare, safety or wellbeing concern, need impartial advice, or would like to report an issue affecting yourself or another person, please contact our Safeguarding Team:

 0800 038 5666 (Option 3)

 safeguarding@total-tp.com

 www.total-tp.com/report-safeguarding

All concerns will be treated seriously, sensitively and confidentially, in line with our safeguarding, support and data protection responsibilities. No individual will be disadvantaged for seeking support, raising a concern or reporting an issue in good faith.

Our Promise

Total Training Provision is committed to providing a safe, inclusive and ethical environment where every individual is respected, supported and empowered to achieve their full potential. Through collaboration with learners, employers and communities, we

will continue to promote opportunity, champion inclusion and deliver positive outcomes that make a lasting difference.

Note: Full EDI and Inclusion policies are available upon request