



IAOSH Equality and Diversity Policy

1. Introduction

At IAOSH, we are dedicated to promoting equality and diversity within our company. We have developed a strategy that emphasizes the importance of mutual respect, responsibility, and teamwork. Equality and diversity are fundamental to our identity as a global organization and are essential to our goal of remaining a top choice Awarding Organisation. Our vision for equality and diversity goes beyond simply following laws; we strive to take a forward-thinking approach to creating a diverse team that contributes to our success. Our goal is to ensure that no one faces any disadvantages while coordinating or working with our company.

IAOSH is committed to equal opportunities for all, regardless of sex, marital status, pregnancy, maternity, physical status or any disability, racial or ethnic origin, nationality, creed or religious belief, or employment status. We also strive to ensure that IAOSH Services executed either by IAOSH Authorised Training Providers (ATPs) or IAOSH Members shall follow this standard to ensure equal opportunities for all and optimum customer satisfaction. Just as IAOSH ensures equal opportunities, the IAOSH ATPs and IAOSH Members should also have an internal Ethics Policy which ensures that no discrimination occurs during any of our procedures or processes, whether it is approval, re-approval, external assessment, or external verification.

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2. Equality and Diversity Policy Criteria

Just as IAOSH ensures equal opportunities, the IAOSH ATPs and IAOSH Members should also have an internal Ethics Policy which ensures that no discrimination occurs during any of our procedures or processes, whether it is approval, re-approval, external assessment, or external verification. IAOSH-UK ATPs or Members should continuously monitor the data collected through learners such as registration information and specific criteria requested by the learners and clients. Any data collected should also follow IAOSH's Data Protection Policy. The following criteria should be provided in an ATP's or Member's Equality and Diversity Policy:

- Explanation and joined instructions of how the organisation applies its Equality and Diversity Policy to staff, contractors, agents, and learners and evidence of this application should be provided in the services assigned to the organisation either as an IAOSH Authorised Training Provider or IAOSH Member.
- Information regarding how the organisation uses its Equality and Diversity Policy in providing IAOSH Services
- Information on the allocation of roles and responsibilities for staff handling all protocols in policies and procedures.
- Information and indication on how the organisation identifies vulnerable groups, such as the elderly, pregnant women, breastfeeding learners, any chronic illness learners, young learners, racial and ethnic minorities, and Indigenous people, and how their policy is implemented in delivery and assessment.
- Information on how the policy relates specifically to the delivery of IAOSH Qualifications and Programmes
- Information on how the learning centre, either as an IAOSH Authorised Training Provider or as IAOSH Member, ensures appropriate access to buildings, facilities, learning support, and assessment.

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- Indication by written assessment, such as written agendas and meeting notes, which discuss and deal with equal opportunities issues.
- Details of mechanisms for dealing with discriminatory practice within the organisation
- Records relating to equal opportunities policy, including any complaints or appeals.
- Records of removal of unsuitable disadvantage, or explanation of why it is justifiable.

3. Verification of Equality and Diversity Policy Process

During the overview process of selection and revision of IAOSH ATPs or Members Quality and Compliance Managers will check that IAOSH ATPs or Members Equality and Diversity Policy applies to the above information. The process shall run through all the internal procedures relating to recruitment, preparation, and assessment for IAOSH Qualifications.

4. Continuous Improvement

We aim to improve our processes and our response to customers from the feedback we receive. This policy shall be subject to a yearly review or as necessary.

Contact Us:

- Additional Contacts: To provide general feedback to IAOSH-UK feedback@iaoshuk.com, To comment on IAOSH-UK Assessment comments@iaoshuk.com, or any other queries on admin@iaoshuk.com

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