

## ZERO TOLERANCE PROMISE

**North West Community Services Training presents its zero-tolerance approach to any form of discrimination, extremism or radicalisation**

**NWCS Training opposes all forms of unlawful and unfair discrimination, abuse, neglect, extremism and radicalisation.**

NWCS Training is committed to eliminating discrimination and promoting diversity amongst our workforce and student groups. Our aim is that our workforce and student groups will be truly representative of all sections of society and that each person will feel equal, respected and able to give their best. To that end the purpose of this promise is to:

- Provide staff and students with a clearly communicated zero-tolerance promise.
- Ensure that all staff and students commit to making the same zero-tolerance promise and work in accordance with its principles.
- Support and guide staff and students to learn what NWCS's zero-tolerance promise means.
- Help staff and students to understand NWCS's culture of inclusion, mutual respect and the high level of safeguarding we expect and provide.
- Provide teaching, awareness-raising and compulsory training for staff and students to ensure we create and maintain an environment where we do not discriminate.
- Safeguard against discrimination on the grounds of the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, skin-colour, nationality, national origin, religion or belief, sex or sexual orientation.
- Oppose all forms of unlawful and unfair discrimination, including all forms of harassment, bullying, cyber-bullying.
- Similarly, we will oppose any form of abuse, neglect, extremism and or radicalisation. These are covered further in our Safeguarding Policy and Procedures and curriculum delivery.
- Provide a framework for staff and students to report concerns about their safety, equality, opportunity or well-being to designated named staff responsible for Safeguarding.

Here are some ways we expect you will learn more about understanding and tackling extremism, radicalisation and all forms of discrimination at NWCS Training Ltd. Please discuss how to access the following resources and learning opportunities with your Tutor/Assessor:

- Code of Conduct
- Learner handbook
- British Values
- eSafety guidelines
- Prevent Duty
- Equality, Diversity and Inclusion
- Equality and Diversity training
- Equality and Diversity policy
- Safeguarding policy and procedures
- Health and Safety policy
- Risk Assessments
- Acceptable ICT User Policy

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