

Diversity, Equality, and Inclusion Policy

Policy Statement

Kerry First Aid Ltd t/a. Cork First Aid is committed to promoting diversity, equality, and inclusion in all aspects of our operations, particularly in our first aid training programs. We recognize the value of a diverse workforce and an inclusive training environment that respects and celebrates the differences among individuals.

Purpose

This policy aims to ensure that all employees, trainees, and stakeholders are treated fairly and with respect, regardless of their age, gender, sexual orientation, race, ethnicity, disability, religious beliefs, or any other characteristic.

Scope

This policy applies to all employees, trainees, and anyone engaging with Kerry First Aid Ltd t/a Cork First Aid including clients, partners, and vendors.

Commitment to Diversity

We value diversity as an essential element of our training environment and recognize that it enhances creativity, innovation, and problem-solving.

We actively seek to recruit and retain a diverse team of trainers and staff who reflect the communities we serve.

Equality of Opportunity

We are dedicated to providing equal opportunities in recruitment, training, promotion, and all other employment practices.

All training materials and sessions will be designed and delivered to be accessible and inclusive to all participants.

Inclusion Practices

We foster an inclusive environment where all individuals feel valued and empowered to contribute.

Feedback from participants regarding diversity and inclusion will be actively sought and considered to improve our practices.

Anti-Discrimination

Discrimination, harassment, sexual harassment bullying, or victimisation of any kind will not be tolerated. Any incidents will be dealt with promptly and effectively.

We encourage reporting of any concerns related to discrimination or harassment, ensuring confidentiality and protection for those who raise issues.

Training and Awareness

All employees will receive training on diversity, equality, and inclusion to understand their rights and responsibilities and promote a culture of respect and acceptance.

We will provide ongoing education about the importance of diversity and inclusion in our training programs.

Complaints procedure

Complaints in regards to breach of this policy should be immediately forwarded to info@firstaidcork.ie or info@firstaidkerry.ie.

All complaints will be reviewed by the Company Director with 1 week of a formal complaint being made.

Kerry First Aid Ltd. t/a Cork First Aid will complete an investigation into the complaint and if deemed appropriate, will formally sanction those who are in breach of the policy.

All persons have a right to appeal any sanctions by doing so in writing with 14 days of receiving said sanction.

Monitoring and Review

This policy will be reviewed regularly to ensure its effectiveness and relevance. We will measure its impact through feedback, surveys, and participation rates in our training programs.

We will continuously strive to improve our diversity and inclusion practices and report on progress to all stakeholders.

Conclusion

At Kerry First Aid Ltd t/a Cork First Aid, we believe that a diverse and inclusive environment is fundamental to our success and the success of our trainees. We are committed to fostering a culture where everyone feels respected, valued, and able to achieve their full potential.

Contact Information

For any questions or concerns regarding this policy, please email – info@firstaidcork.ie or info@firstaidkerry.ie