



### Equality & Diversity Statement

Tri-Coaching Partnership Limited will be compliant with the current legislation in respect of equal opportunities and diversity.

Equality of opportunity and diversity are issues Tri-Coaching Partnership Limited take very seriously.

Our equal opportunity policy is designed to address the barriers which have faced some under-represented groups in the driver training industry.

### Equal opportunities

We are committed to the values of integrity, impartiality, courtesy and helpfulness in our dealing with each other, course participants and members of the public. Being fair to people is part of that commitment.

We are committed to providing a working and educational environment which allows people of all backgrounds and beliefs to work well together and to achieve their potential. It is our policy that everyone should be treated equally.

### Diversity

Diversity is a broader concept that builds upon the progress made through equal opportunities. Diversity involves recognition that everyone is different, and promotes respect and recognition for the value of difference. Promoting diversity in the training environment involves creating an environment that capitalises on everything that makes us unique - our gender, race, physical abilities, sexuality, religion, age, lifestyle, family status, linguistic abilities, etc. - and giving everyone a fair and equal chance to be successful.

Diversity, which focuses on improving opportunities for ALL, is about respecting and valuing people as they are, rather than expecting them to conform to a stereotype. This is an approach that we are actively working towards, and we value any input which enables us to make and develop our policies, action plans and special initiatives towards the achievement of this end.

### Social Media

We refer to Facebook's Community Standards when measuring the appropriate application of our Equality and Diversity Policy in all social media.

We take very seriously any complaint regarding the use of threatening and abusive behaviour towards any of our customers or social media Group members. We welcome open and constructive discussion and debate around driving-related issues. However, any threatening or abusive language may result in the person responsible being removed from 'Tri-Coaching Partnership' (<https://www.facebook.com/groups/255519074479132/>) or 'I want to be a Driving Instructor – PDI Advice and Chat' (<https://www.facebook.com/groups/638785396255988/>) Facebook Groups.

We reserve the right to record any threatening or abusive messages for use as evidence if the need arises.