

2024

FAST FORWARD VOCATIONAL TRAINING
LTD

EQUALITY INFORMATION AND OBJECTIVES STATEMENT



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EQUALITY INFORMATION AND OBJECTIVES STATEMENT

Equality Information and Objectives Statement

Fast Forward Vocational Training Ltd is committed to promoting the welfare and equality of all of its staff, pupils and other stakeholders

We welcome our duties under the Equality Act 2010. The provisions general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the provision based on their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity and eradicating prejudicial incidents for pupils and staff. Our provision is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We aim to:

- Respect the equal human rights of all our pupils;
- Educate them about equality
- Respect the equal rights of FFVT and TeamSport staff members.

To achieve this, we will adopt the following methods:

- Embedding equality within teaching and resources.
- Using key data indicators to understand the needs and characteristics of students
- Promoting community cohesion.
- Promoting parental engagement.
- Investing in regular staff training.
- Using key data, such as measures of wellbeing, to monitor the progress of pupils with protected characteristics.
- Regularly reviewing our equality policy to ensure it reflects current trends and issues.

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Creating an inclusive environment where individuals feel confident and at ease is a commitment of the provision.

This environment will be achieved by:

- Being respectful.
- Treating all members of the provision fairly at all times.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that both instructors and students understand what inclusive behaviour looks like and how this aligns with the values of FFVT.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

Dealing with prejudice and celebrating diversity

At FFVT, we do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our provision with the utmost severity. When an incident is reported, our provision is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive, accepting and tolerant.
- Aware of what constitutes discriminatory behaviour.

Instructors and FFVT members of staff will not:

- Discriminate against any member of the school community.
- Treat staff, students or other stakeholders unfairly.

Instructors and FFVT members of staff will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

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We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the provisions various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Inclusion

At FFVT we believe passionately that every child, of every ability, should have equal opportunities to develop and achieve and that every child should believe that they can do and be anything they wish. Through high quality teaching, careful identification and targeted support at FFVT we strive to meet the needs of all pupils in an inclusive environment.

Teaching, training, expert external support and highly positive relationships between TeamSport instructors, FFVT staff and students all help our pupils to make progress, particularly for those who may find the curriculum challenging.

Additionally, we value parental partnerships and have an open-door policy with staff as well as an approachable, experienced DSL and so we are able to act quickly as needs arise or are made known.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment across our provision sites.



FAST FORWARD VOCATIONAL TRAINING

LTD

Providing a safe, exciting and
engaging opportunity for young
people to achieve.

In partnership with TeamSport Indoor karting



TeamSport
E KARTING

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