



Equality and Diversity Policy

July 2025

Policy Statement

Residential Fire Safety Ltd. is committed to promoting equality, valuing diversity, and fostering inclusion across all areas of our e-learning operations. We believe fairness, respect, and equal opportunity are central to empowering learners and employees alike in the fire safety sector.

We actively work to ensure that our online training environment is free from discrimination and provides accessible, meaningful learning experiences for all.

Our Commitment

We will:

- Promote equal access to employment, training, and professional development regardless of age, disability, gender, sexual orientation, race, religion, socio-economic background, or any other protected characteristic
- Challenge all forms of discrimination, harassment, and victimisation
- Design our courses to be accessible, inclusive, and representative of the audiences we serve
- Ensure that diverse perspectives and voices are reflected in our course content and delivery practices

Disability & Safety-Sensitive Roles

Residential Fire Safety Ltd. fully supports access and inclusion for individuals with disabilities. However, due to the nature of certain fire safety inspections and compliance activities, specific physical or sensory impairments may limit an individual's ability to safely or effectively carry out safety-critical tasks.

Examples include:

- Severe visual impairments — may affect the ability to inspect fire door seals, emergency signage, or smoke detection equipment
- Profound hearing impairments — where recognising and responding to auditory alarms or verbal instructions is essential during inspections



- Restricted mobility or strength limitations — may inhibit access to riser cupboards, stairs to access other floors, loft areas, or external fire exits during inspection routines
- Certain cognitive conditions — where memory recall, hazard interpretation, or risk reporting may impact inspection consistency or accuracy

These considerations are made only when relevant to operational safety, and each case is assessed individually. Where tasks are unsuitable, we recommend alternative, meaningful roles such as:

- Course administration
- Digital support
- Policy development
- Administrative or compliance-focused responsibilities

Accessible Learning Design

Our fire safety e-learning courses are developed to maximise accessibility and inclusivity. Key features include:

- Closed captions and subtitles for all video content
- Screen reader-compatible navigation and layouts for visually impaired learners
- Responsive design suited for a variety of devices and assistive technologies

We continuously review feedback and apply accessibility best practices to ensure equitable learning experiences across all user groups.

Implementation and Monitoring

This policy applies to all staff, learners, contractors, and contributors. Residential Fire Safety Ltd. provides guidance and reporting tools to support inclusive practices and policy adherence. It is reviewed annually in alignment with the Equality Act 2010 and evolving accessibility standards.

Reporting and Support

If you wish to raise a concern, report discrimination, or explore accessibility support options, please contact: info@residentialfiresafety.co.uk

We are committed to listening, learning, and evolving to uphold a culture of inclusion and equality.