


Phoenix STS Policies, Procedures and Forms					
Title	Disability Discrimination Policy			Author	Paddy McDonnell
Category	Internal Policy	Reference	IP-05	Revision No.	1.0
Effective Date	05.03.2024	Revision Date	March 2026	Page	1 of 2
Authorised by	Paddy McDonnell	Signature		Position	CEO

Policy Statement:

Phoenix STS Ltd. is committed to providing a training environment that is accessible, inclusive, and free from discrimination for all learners, including those with disabilities. This policy applies to all training activities, whether conducted on-site or off-site.

Scope:

This policy covers all aspects of training provided by Phoenix STS Ltd., including course content, delivery methods, materials, and facilities used for training.

Objectives:

- **Prevent Discrimination:** To prevent discrimination against individuals with disabilities in all training activities.
- **Promote Inclusivity:** To promote an inclusive environment where all learners can participate fully and effectively.
- **Ensure Accessibility:** Ensure training materials and methods are accessible to individuals with diverse needs.
- **Comply with Legislation:** To comply with all relevant disability discrimination legislation.

Reasonable Adjustments: - Phoenix STS Ltd. will reasonably adjust training methods, materials, and environments to accommodate the needs of learners with disabilities. This includes, but is not limited to:

- Provision of materials in accessible formats (large print, Braille, audio).
- Use of assistive technologies for visual and auditory impairments.
- Adjustments for learning disabilities, such as dyslexia.
- Ensuring training venues are accessible where possible.

Training and Awareness:

- **Staff Training:** All staff and trainers will receive training on this policy and how to support learners with disabilities.
- **Raising Awareness:** Promote awareness among all learners about inclusivity and respect for individuals with disabilities.

Complaints and Feedback:

- **Mechanism for Complaints:** A precise mechanism is in place for learners to raise concerns or complaints about disability discrimination.
- **Feedback for Improvement:** Regularly seek feedback to improve the accessibility and inclusiveness of our training programs.

Collaboration with Clients and Venues:

We work collaboratively with clients and training venues to ensure that off-site training locations are as accessible as possible and meet the needs of all learners.

Policy Review and Update:

This policy will be reviewed regularly and updated to ensure it remains effective and compliant with current legislation and best practices.

Enforcement:

Any breaches of this policy will be taken seriously and may result in disciplinary action.

Contact Information:

Learners or staff who wish to discuss this policy or require assistance should contact our administration team, who will assist you in contacting the person necessary to provide any assistance for information. Email info@phoenixsts.ie or call 043 3349611.


Phoenix STS Ltd t/a Phoenix Safety Training Services | Registered in Ireland No: 491221

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This Disability Discrimination Policy is communicated to all staff, trainers, and learners. It's essential to ensure that the policy is not just a formal document but is actively implemented and forms the basis of Phoenix STS Ltd.'s approach to training delivery. Regular training and updates for staff will help maintain awareness and ensure the policy's effectiveness.

