

EQUALITY AND DIVERSITY POLICY

Sutton & District Training Limited (“SDT”) recognises that everybody is different yet will treat everyone with an equal level of respect and ensuring they have equal access to employment, education and training, goods, services and facilities. SDT will adhere to the Protected Characteristics.

We strive to achieve a culture of excellence without exclusion, the elimination of prejudice and discrimination of all kinds, and to ensure that this should become thoroughly embedded in the culture of our organisation.

We are committed to providing learning and working opportunities for all. This includes the Protected Characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Our core values underpin all that we do and reflect SDT as a caring and respectful organisation. We at SDT believe it is about recognising, respecting, valuing and drawing on the positive aspects of differences. Diversity fosters an environment that recognises the contribution every individual makes or can make to the organisation and its goals. It promotes dignity and respect. Embracing diversity offers a winning strategy for our organisation, learners, customers, clients and the individual.

To support our policy, our Management Team and Equality and Diversity Co-ordinator are responsible for monitoring, advising and commissioning or producing reports on the following:

- ▶ That the recruitment and progression of staff and learners is made and is seen to be made without prejudice
- ▶ That the working and learning environment is supportive and conducive to a sense of belonging for all concerned
- ▶ That the courses we run offer opportunities for all potential learners, from all sections of the population, and that those opportunities are made explicit
- ▶ That learners are being prepared for life in a multi-ethnic and diverse society
- ▶ That staff training is provided to support all of the above.

Complaints of any kind relating to perceived unfairness, harassment, bullying and discrimination may be taken through Grievance Procedures for learners and staff, or may be made in confidence to any member of the staff. Breaches of our Equality and Diversity Policy by staff or learners are regarded as breaches of either staff discipline or learners’ Code Of Conduct (whichever is applicable) and as such are subject to disciplinary procedures. There is a separate confidential procedure for alleged sexual harassment.

Revised in January 2016, approved by George Panteli (Director) and adopted by SDT.

This policy will be continually revised as and when UK law changes.

Signature:

Date: