

POLICY STATEMENT

EQUAL OPPORTUNITIES

Darley Training is committed to equal opportunities in all aspects of training and employment.

The aim of the Equal Opportunities policy is to promote equality of opportunity for all and to ensure that no-one is discriminated against because of their gender, race, ethnic or national origins, nationality, colour background, political or religious beliefs, age, sexual orientation, marital status, family responsibilities, reputation or patterns of work eg. shift patterns or disabilities. We are firmly opposed to any form of discrimination which disadvantages individuals because of their attributes, values or circumstances.

The company will promote positive training and employment practices designed to eliminate discrimination, thereby ensuring adherence to the appropriate Acts of Parliament and Codes of Practice.

Policy Statement

- All employees and students will be recruited, enrolled, promoted and trained on the basis of ability, job or course requirement and fitness for the job or course. Selection criteria and procedures relating to recruitment, enrolment, promotion, transfer and training must satisfy this policy.
- Employees or students will not be dismissed on any of the grounds mentioned in paragraph 2 above.
- Employees or students will not be discriminated against in performance appraisals and any performance review system will reflect this policy.
- Employees or students will not be discriminated against in the offering of Terms of Employment or in the provision of benefits, facilities or services.
- Employees or students will not be discriminated against in the operation of grievance disputes and disciplinary procedures.
- The health, mental and physical ability of the employees, prospective employees and students will only be considered in so far as it reflects their ability to perform the job or undertake the course.

The company will set up and maintain such records as are necessary to enable the monitoring and effectiveness of this policy .

Last updated – 01 August 2015