

South East Training Equality Policy

This is the statement of general policy and arrangements for:

Overall and final responsibility for ensuring equality is that of:

Day-to-day responsibility for ensuring this policy is put into practice is delegated to:

South East Training Network Limited Name of organisation
Tony Walton Name of employer
All associates engaged on an assignment for South East Training

POLICY STATEMENT

1. South East Training (SET) recognises that discrimination and victimisation is unacceptable and that it is in the interests of the organisation, its associates and its clients to ensure this does not happen. We oppose all forms of unlawful and unfair discrimination or victimisation.
2. SET aims to ensure that no employee, associate consultant or client receives less favourable facilities or treatment, either directly or indirectly, on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation.
3. All employees and associates will be treated fairly and with respect.
4. Employee and associate selection will be on the basis of aptitude and ability.
5. All employees and associates are required to ensure that, in performance of their work for SET, they do not behave in a way that discriminate directly or indirectly against any colleague or client because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
6. This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

Our Commitment to Employees and Associates

We will:

- Maintain an environment in which individual differences and the contributions of all our employees and associates are recognised and valued.
- Endeavour to provide a working environment that promotes dignity and respect to all and to ensure that no form of intimidation, bullying or harassment occurs.
- Provide equal developmental opportunities for all staff.
- Promote equality in the workplace.
- Maintain employment practices and procedures to ensure fairness.
- Investigate and respond appropriately to all breaches of our equality policy.
- Review the policy annually.

Our Commitment to Our Clients

We will ensure that all SET staff and associates engaged on a client project:

- Are aware of and comply with the SET equality policy and, where appropriate, any special arrangements the client has in place for ensuring equality and diversity in the workplace.
- Work with our clients to ensure client staff attending a SET facilitated event have equal access to the learning/development opportunity.
- Challenge any breaches of the client's equality and diversity policy by the client's staff attending SET facilitated events.
- Bring to the notice of the client any serious breaches of its equality or diversity policy by the client's staff attending a SET facilitated event

Signed: (Employer)	A.R. Walton	Date:	21/10/21	
Subject to review, monitoring and revision by:	Principal Consultant	Every:	12	months or sooner if work activity changes