

## Equal opportunities policy statement

**This is the Equal Opportunities Policy Statement of Tockwith Training:  
Our statement of general policy is:**

The aim of this policy is to communicate the commitment of the management to the promotion of equality of opportunity in Tockwith Training

It is our policy to provide training services & employment equality to all, irrespective of;

- Gender
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination. We recognise that the provision of equal opportunities in the workplace is not only good management practice, it also makes sound business sense. Our equal opportunities policy will help all those who work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation. This equal opportunities policy applies to all those who work or apply to work for Tockwith Training.

We are committed to:

- Promoting equality of opportunities for all persons
- Promoting harmonious working environment in which all persons are treated with respect
- Preventing occurrences of unlawful discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings

Signed - Laurie Moore

Position - Director

Date - 1st January 2015