



EQUALITY POLICY STATEMENT

Janet Hood Training and Consulting Limited is committed to encouraging equality and diversity for learners, and eliminating unlawful discrimination. Our learners are truly representative of all sections of society. We want each learner to feel respected and able to give their best. When we provide training or other services we are also committed to fight against unlawful discrimination of learners, customers or the public

The policy's purpose is to:

- provide equality, fairness and respect for all
- to comply with the terms of the Equality Act 2010's protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination.
- **The organisation commits to:**
 - encouraging equality and diversity as these form the principals of good practice and make business sense
 - creating a training environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all learners are recognised and valued
 - providing learners with disabilities suitable access to courses or offering alternative venues where this cannot be arranged at short notice
 - identifying learners with specific requirements for learning and offering appropriate support - where a charge is made for specific support [eg provision of a translator] the charge will be passed to the learner and must be paid in advance of the training taking place.

S i g n e d :

A handwritten signature in dark ink, appearing to be 'Janet Hood', is written over a light grey background.

Dated: 28 February 2018
Revision due: 1-4-2019