

## **Equality & Diversity Policy**

### **Overview**

It is the policy of Goole Training to treat anyone we work with (both internally and externally), provide services to, or interact with in any form fairly and equally. We are opposed to any form of discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (defined as Protected Characteristics). This policy is designed to ensure that Goole Training complies with its obligations under equality legislation (The Equality Act 2017) and demonstrates our strong commitment to treating people equally and fairly.

### **What we will do**

We are deeply committed to ensuring equality of opportunity and will ensure anyone we interact with is treated with dignity and respect.

We will ensure that no requirement or condition will be imposed without clear justification which could disadvantage individuals based on any of the above characteristics.

We will take steps, and ask questions to establish individual's level of knowledge and experience and if they have any special requirements, or will require reasonable adjustments (see more information below) to complete training/assessments successfully to ensure no candidate is placed at a disadvantage.

We will review our procedures to ensure that individuals are treated fairly.

If we identify, or are made aware of any act of discrimination by employees, subcontractors, or trainees to comply with the terms of policy we will investigate and take action where required.

### **Reasonable Adjustments**

We ask all candidates if they believe they may require reasonable adjustments to complete training and assessment, and if we are notified that this may be the case, we will discuss with the candidate potential adjustments and verify the suitability of these with the awarding body concerned. If reasonable adjustments are made these will be noted.