

 NEW LINKS TRAINING SOLUTIONS <small>Linking People. Inspiring Potential.</small>	New Links Training Solutions	Policy Document
	Section 7B - Equality & Diversity	Version 3 – May 2019

Equality & Diversity Practice

in compliance with the Qualifications and Quality Assurance (Education and Training) Act 2012 New Links Training Solutions is committed to eliminating discrimination and encouraging diversity. The aim of our equality policy is to ensure that our staff, associates, learners and other users of our service will be representative of all sections of society and that people will feel respected and able to give their best. We aim to ensure equality and fairness at all times to staff, associates, learners and other users of our service. In compliance with the National Disability Act 1999, The Employment Equality Acts 1998–2015 and the Equal Status Acts 2000–2015 we will not discriminate on grounds of Gender, Marital status, Family Status, Sexual Orientation, Religion, Age, Race, Disability or Membership of the Traveller Community. Selection for employment, training, services or any other benefit will be solely on the basis of ability and/or clear selection criteria. All our employees, associates, learners and service users will be encouraged and assisted to develop to their full potential.

We will ensure the effectiveness of our Equality policy by:

- ✓ Communicating our Equality policy to all staff and associates.
- ✓ Providing Equality training and guidance to all staff and associates.
- ✓ Putting in place procedures for dealing with bullying and harassment.
- ✓ Ensuring that procedures are in place for fair and transparent recruitment, selection, promotion, training, discipline, and grievance of staff, associates and learners.
- ✓ Ensuring that procedures are in place for monitoring and evaluating staff, associate and learner performance.
- ✓ Ensuring that procedures are reviewed on a regular basis.
- ✓ Ensuring that our equality policy is reviewed on a regular basis.

Details of this policy are communicated in the following:

- Learner Handbook
- Tutor Handbook
- Tutor Induction

Any breach of this equality policy will be taken very seriously and may be regarded as misconduct which may result in disciplinary action by the management of New Links Training Solutions.