



EQUALITY AND DIVERSITY POLICY FOR LEARNERS

Millwood Training Ltd believe that discrimination and victimisation is unacceptable. It is the aim of the Company to ensure that no learner 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 (the protected characteristics).

Our aim is that our learners will be truly representative of all sections of society and each employee feels respected and able to give of their best.

We oppose all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness for all on our learning programmes.

Our staff will not discriminate directly or indirectly, or harass learners because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the provision of the Company's training.

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 create an environment in which individual differences and the contributions of all our staff and learners are recognised and valued.
- Every learner is entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all learners.
- To promote equality in the workplace which we believe is good management practice and makes sound business sense.
- We will review all our recruitment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed annually

GRIEVANCES

Learners have a right to pursue a complaint concerning discrimination or victimisation via the Company Grievance or Harassment Procedures. All complaints will be taken seriously, please contact lucy.graham@millwoodtraining.co.uk or call 0151 728 3235 if you would like to make a complaint.

Learner Name: _____ Signature: _____ Date: _____

On Behalf of Millwood: _____ Signature: _____ Date: _____

Millwood Training Limited
Registered Address: 43 Speke Road, Garston, Liverpool, L19 2NY
Company Number: 08566612