

## Equal Opportunities for All

### **This is the Equal Opportunities & Diversity Policy Statement of GEN II Engineering and Technology Training Ltd.**

Gen2 is fully committed to eliminating discrimination and actively promoting equality of opportunity and diversity for our staff and learners in line with our strategy and the Equality Act of October 2010.

The Equality Act protects people from being treated less favourably because they have a protected characteristic. The relevant protected characteristics in employment are:

- Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race (including ethnic or national origins, colour and nationality), Religion or Belief (including lack of belief), Sex, Sexual Orientation.

We believe that where equality of opportunity exists, all staff and learners work in a more rewarding and less stressful environment, one where prejudice and harassment are not accepted, and one which is more likely to enhance performance and achievement.

Accordingly, Gen2 will foster and encourage sensitivity to diversity among its employees and customers.

We will seek to promote and maintain an inclusive and supportive work and study environment that respects the dignity of staff and learners and assists everyone to achieve their full potential. We value all our staff and the contribution they can make. We welcome the differences amongst them and believe that those differences give added depth to our work. We aspire to make the greatest possible use of their talent and capabilities and to provide real opportunities for their professional development.

We are strongly committed to providing our community with equitable access to our service and to our employees, equal advancement opportunities with regard to the 9 protected characteristics. We are also strongly committed to providing our staff with a workplace free from prejudice and discrimination, where the personal dignity and worth of each individuals appreciated and celebrated.

We recognise that it is the responsibility of every member of our staff to help achieve this inclusive and supportive environment, and to promote good relations between groups by being tolerant and having respect for diversity.

Where there are instances of activity which may undermine good relations, and to assist staff and learners in maintaining a balance between individual freedoms and expectations of conduct, Gen2 has policies in place to address such matters. We will ensure that we comply with all legislation and good practice by introducing, implementing and regularly reviewing policies and procedures. We will aim to review, monitor and implement procedures for compliance with legislation through our Equal Opportunities & Diversity Strategy and action plans.

This Policy will be reviewed annually at the ISO Management Review Meeting and recorded as such in the minutes.



Harry Stevens  
Managing Director