

Equality & Diversity Statement

Smart Training & Recruitment is committed to equality of opportunity and treatment, both, as a provider of training and as an employer to the production, implementation, review and monitoring of policies that promote equality and inclusion for all those who train and work within the company.

The company recognises its commitments under the law and is committed to providing equality of opportunity by aiming to ensure that its practices and procedures follow legal requirements.

In accordance with the Equality Act 2010 we will encourage and support the development of a society in which:

- *People's ability to achieve their potential is not limited by prejudice or discrimination.*
- *There is respect for and protection of each individual's human rights.*
- *There is respect for the dignity and worth of everyone.*
- *Each individual has an equal opportunity to participate in society, and*
- *There is mutual respect between groups based on understanding and valuing of diversity and on shared respect for equality and human rights.*

We are committed to equality, diversity, social inclusion and social justice. We oppose discrimination in any form, including inappropriate conduct, bullying, harassment, and the disregard of dignity. We ensure equality of opportunities for all learners, potential learners, staff and job applicants irrespective of:

- *Age*
- *Race*
- *Disability or learning difficulty.*
- *Family and social status*
- *Marital and civil partnership*
- *Pregnancy and maternity*
- *Religion or belief including philosophical belief and no belief.*
- *Sex (gender bias)*
- *Sexual orientation*
- *Gender reassignment, transgender and non-binary status*
- *Legal political belief*
- *Trade union activity*
- *Ex-Offenders*
- *Any other causes which incorrectly and unfairly discriminates against a person or their human rights*

We value a diverse learner and employee base and recognise that people from diverse backgrounds can bring new ideas and perceptions that help increase organisational efficiency and improve services. We will strive to create a positive, inclusive atmosphere, based on respect for people's differences, in which learners and staff are actively encouraged to reach their full potential.

All staff and learners have rights and responsibilities in relation to the promotion of equality. The Directors and all those in management and leadership roles will, through their defined responsibilities, be proactive in promoting diversity and equal opportunities, and in tackling unlawful discrimination.