

1. Policy Statement

Equality Act 2010 (<https://www.legislation.gov.uk/ukpga/2010/15/contents>) came into force on 1 October 2010. The Equality Act brought together over 116 separate pieces of legislation into one single Act. Combined, this Act provides the legal framework to protect the rights of individuals and advance equality of opportunity for all.

The Act simplifies, strengthens and harmonises the legislation to provide Britain with a discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

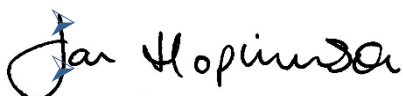
Under the Equality Act 2010, there are 9 protected characteristics which are; age, disability or learning difficulty, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Smart Training & Recruitment recognises its commitments under the law and is committed to equality, diversity, social inclusion and social justice, both, as a provider of training and as an employer. We oppose discrimination in any form, including inappropriate conduct, bullying, harassment, discrimination and the disregard of dignity. The purpose of this policy is to ensure equality of opportunities for all learners, potential learners, employees and job applicants irrespective of the above characteristics and any other causes which incorrectly and unfairly discriminates against a person or their human rights eg social status, Legal & Political beliefs, Trade Union activity and ex-offenders.

In accordance with the Equality Act 2010, Smart Training and Recruitment 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 each individual.
- 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.

Signed on Behalf of the Company Directors



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