

OSN[®]

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EQUALITY, DIVERSITY AND INCLUSION POLICY

In order to ensure a fair and diverse workplace, the Centre operates a robust equal opportunities policy that also aims to prevent any form of discrimination on the grounds of sex, age, race, ethnic origin, marital status, disability, sexual orientation, or religious beliefs. This applies to recruitment, training, pay, conditions of employment, allocation of work and promotion.

Discrimination can be either direct or indirect, and definitions are provided below:

Direct discrimination This occurs where someone is treated less favorably than another person because of his or her sex, age, ethnic origin, marital status, disability, sexual orientation, or religious beliefs. For example, refusing a woman training because she is a woman would be considered direct discrimination.

Indirect discrimination This occurs where there is a policy or practice that applies equally to all employees but, in practice, it can only be complied with by a smaller proportion of the employees of a particular group as a result of their sex, age, ethnic origin, marital status, disability, sexual orientation or religious beliefs. It may be considered to be indirect discrimination if a requirement cannot be shown to be a proportionate means of achieving a legitimate aim.

Harassment Unwanted behavior related to sex, sexual orientation, race or ethnic or national origins, disability, gender reassignment, religion or belief, age or any other personal characteristic which creates a threatening environment where employees feel offended, humiliated or degraded. It is also considered harassment if the behavior is reasonably considered by the employee to have the effect of creating such an environment.

Once the Centre manager receives a complaint this will be investigated and a report of their findings will be issued in writing to complainant within 5 working days of receiving the complaint.

The Centre takes the responsibility of providing and delivering this policy most seriously.