



LANCASTER TRAINING SERVICES LTD



EQUALITY & DIVERSITY: POLICY & IMPLEMENTATION

The staff at Lancaster Training Services Ltd recognises that the successful achievement of our purpose as an organisation depends upon the implementation of an effective equal opportunities policy.

We are committed to securing equality of opportunity in all our activities. Where appropriate, we will set goals and targets to address under-representation.

We are supportive of the use of fair and effective policies and procedures in all aspects of our business.

We will take action to assist those who are socially excluded from the labour market, due to the existence of a range of barriers, to fully participate in it.

EQUALITY & DIVERSITY POLICY STATEMENT

As an Equality & Diversity employer and trainer, Lancaster Training Services intends to ensure by means of this written Equality & Diversity policy that no job applicant, employee, associate, trainee or student shall receive less favourable or unfavourable treatment or discrimination of any kind either directly or indirectly because of his or her sex, age, marital status, sexual orientation, race, colour, nationality, national origins, ethnic origin or disability, nor be in any way disadvantaged by any other condition or requirement which cannot be shown to be justifiable. This policy applies equally to all applicants, employees, trainees, students and associates. All current Government legislation requirements are subsumed in this statement and included in any and all supporting documentation.

RICHARD LITTLE
Chairman

MARTYN HORABIN
Training Manager

Implementation of the Equality & Diversity Policy:

As stated in training agreements, individual contracts etc, all subcontractors, placement providers and associates are encouraged to implement the above policy and practices in any of their activities that relate to Lancaster Training Services Ltd. (e.g. Recruitment, selection, on and off the job training).

Document Control

Issued 21/6/16
Version 2
Reviewed Aug 18
Next Review Aug 19
Owner M Horabin
Title Training Manager