



Equality, Diversity & Inclusion Policy

Integer Training Limited is committed to the principles of equality and diversity and opposes all forms of unlawful or unfair discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or unrelated criminal convictions.

In accordance with the Equality Act of 2010, this policy seeks to promote equality and eliminate unlawful discrimination, harassment or victimization on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation (the protected characteristics).

Integer Training will:

- eliminate unlawful discrimination, harassment, victimisation, bullying and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- foster good relations between people who share a protected characteristic and people who do not share it.

All employees and learners are made aware that it is an offence to breach Integers' policy to discriminate, harass or victimise.

Our commitment is to actively promote an environment in which everyone feels valued during recruitment, training courses or employment. We strive vigorously to ensure that the guidance given to individuals, partners and all service users will actively combat bigotry and discrimination.

Integer Training Limited will comply with anti-discriminatory laws and ensure equality and diversity of opportunity in all educational, training and employment fields.

The Management will be responsible for implementing and monitoring the effectiveness of the policy and its application and it will be regularly monitored to ensure its effectiveness. No person will be adversely affected as a result of bringing a complaint on any unlawful harassment. It is, however, the duty and responsibility of all working on behalf of Integer Training Limited, in whatever capacity, to promote equality of opportunity within their own spheres of responsibility.

Anyone who feels that they have been treated unequally on any of the grounds listed above should make a complaint to the Managing Director of Integer Training Limited and the complaint will be dealt with, as a matter of urgency, under the companies' grievance procedure.

Declaration I will review and revise this policy as necessary and at regular intervals:

Signature of Jasbir Behal, Managing Director, Integer Training Ltd

Date: 6 January 2020

Version No: EDI20010601 Review Date: January 2021

This policy applies to all Integer Training Limited provision, including ESFA & ESF funded Skills Support for the Workforce/ Redundancy contract for the Black Country LEP Area (ESF-5131)

