

## D. Equal Opportunities Statement of Intent

We are committed to providing and supporting equal opportunities for all employees and programme assessors regardless of any of the following or any other criteria or other indirect issues that cannot be shown to be properly justifiable ...

- gender
- marital status
- disability
- nationality
- race or ethnic origin
- age
- parental or dependant responsibilities
- trade union membership
- religious or political affiliation
- sexual orientation.

We promote best practice by ensuring that all possible steps are taken to achieve equality of opportunity by removing discrimination and prejudice whether direct or indirect. The aim is always to maintain a professional environment of safety, dignity and mutual respect.

We treat any complaints under this Statement as very serious. They will be dealt with through its disciplinary procedures. provision supports this Statement by ensuring that the aims of the Statement are known and understood by all employees and programme assessors by ...

- maintaining access to the Statement for all all employees and programme assessors
- promoting awareness of the Statement for any contract or job applicants
- ensuring that support and guidance is available to all levels of the organisation on the introduction and operation of this Statement

# provision

▪ catering ▪ housekeeping ▪ laundry ▪ environment ▪

- acting in accordance with the requirements of the Disability Discrimination Act 1995 by not discriminating against current or prospective employees and programme assessors who have a disability or who have had a disability in the past. Reasonable adjustments will be made wherever possible to the workplace, workstation or working environment to help the disabled person cope with their disability.

Ian Jackson  
Director

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