BUILDING ENGINEERING SERVICES TRAINING LIMITED

EQUALITY & DIVERSITY POLICY

Introduction

1.1 BEST Ltd is committed to eliminating discrimination and encouraging diversity amongst our employees, learners, and stakeholders. Our aim is that our employees and learners will be truly representative of all sections of society and each employee / learner feels respected and able to give their best.

1.2 To that end the purpose of this policy is to provide equality and fairness for all in our employment and work based learning provision, and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age and we oppose all forms of unlawful and unfair discrimination.

1.3 All employees / learners whether part-time, full-time or temporary will be treated fairly and with respect. Selection for employment, promotion, apprenticeship, training or any other benefit will be on the basis of aptitude and ability. All employees / learners will be helped and encouraged to develop their full potential and their talents and resources will be fully utilised to maximise the efficiency of the organisation and our stakeholders.

Our commitment:

2.1 To create an environment in which the contributions of an individual, all employees and all of our learners are recognised and valued.

2.2 Every employee / learner is entitled to a working environment that promotes dignity and respect to all and where there is a zero tolerance to any form of intimidation, bullying or harassment.

2.3 Training, development, and progression opportunities are available to all employees / learners.

2.4 Equality in the workplace is good management practice and makes sound business sense.

2.5 BEST will review all of its employment practices and procedures and those related to our learners to ensure fairness on an annual basis.

2.6 Breaches of our Equality and Diversity Policy will be regarded as misconduct and could lead to disciplinary proceedings.

Responsibility

3.1 This policy is fully supported by Senior Management.

3.2 The policy will be monitored and reviewed annually by the HR Manager (Lead on Equality and Diversity).

3.3 The overall responsibility for the monitoring of the effectiveness of this policy is vested in the Chief Executive.

Jo Hutton
HR Manager and Lead on Equality & Diversity
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