



EQUAL OPPORTUNITIES POLICY STATEMENT

Introduction

EMS are committed to providing equal opportunities to all learners undertaking any training courses with EMS. This means that all learners will receive fair assessment and equal treatment irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual Orientation
- Age
- Pregnancy
- Location of where learner lives

EMS will take appropriate steps to accommodate the requirement of all learners' religions, cultures and domestic responsibilities.

We are opposed to all forms of unlawful and unfair discrimination. All learners will be treated fairly by EMS assessors and trainers and will not be discriminated against on any of the above grounds. Decisions about candidate recruitment will be made objectively and without lawful discrimination.

EMS recognises that the provision of equal opportunities when delivering training is not only good management practice, it also makes sound business sense. The equal opportunities policy will help all assessors and trainers to develop their full potential which will help to maximise efficiency when delivering training.

In addition EMS will ensure that they comply with the following anti discrimination legislation:

- Equality Act 2010
- Sex discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003

EMS will also ensure that every effort will be made to ensure any complaints are dealt with seriously, promptly and confidentially.

A handwritten signature in black ink, appearing to read 'Rebecca Chapman', is written over a faint, illegible printed name.

Rebecca Chapman
Training Division Manager

Date: 01st October 2011