

Equality and Diversity Policy Statement

Signet Solutions is committed to supporting, developing and promoting equality and diversity in all of its practices and activities and aims to establish an inclusive culture free from discrimination and based upon the values of dignity, courtesy and respect. We will support and develop the staff and delegates through providing all with access to facilities, personal and career development opportunities, employment and study on the basis of equality. Signet Solutions is committed to eliminating discrimination and advancing equality on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief (including lack of belief), sex and sexual orientation and to fostering good relations between different groups.

This commitment supports the organisational principles of Signet Solutions and upholds the ethos of establishing a culture based on dignity, courtesy and respect.

This policy builds upon the foundation of equality legislation and anti-discrimination guidance and strives, not only to comply with legal requirements, but to use these to ensure that Signet Solutions endeavours to exemplify best practice.

Signet Solutions values diversity and recognises that the work environment is greatly enhanced by the disparate range of backgrounds, experiences, views, beliefs and cultures represented within its staff and delegates. We aim to embrace diversity in all of its activities and proudly acknowledges that variety and difference are intrinsic to the wellbeing and future development of both staff and delegates.

Legislative Background

Under Equality legislation it is unlawful to:

- Discriminate directly against anyone and treat him/her less favourably unless this can be justified as a proportionate means of achieving a legitimate aim), disability, gender reassignment, marriage and civil partnership, race, religion and belief (including lack of belief), sex and sexual orientation. This also includes discrimination based on perception of the person e.g., a belief that someone is gay or a belief that someone is disabled even if this is not actually true.
- Discriminate against someone for reasons relating to their association with a person on the grounds of the protected characteristics of race, sexual orientation, religion or belief, age, disability, gender reassignment, sex and e.g., discriminating against an employee/student because they have a disabled dependant.
- Discriminate indirectly against anyone by applying a criterion, provision or practice which disadvantages people with a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, race, religion and belief (including lack of belief), sex and sexual orientation) unless the person applying the provision can justify it as a proportionate means of achieving a legitimate aim.
- Subject someone to harassment for reasons relating to age, disability, gender reassignment, race, religion and belief (including lack of belief), sex and sexual orientation. This includes behaviour that an individual finds offensive on these grounds even if the behaviour is not directed at the individual. It also includes failure of an employer to take reasonable steps to protect an employee or delegate from persistent (3 occasions or more) third party harassment.
- Victimise someone because s/he has made, or intends to make, a complaint or allegation or has given or intends to give evidence in relation to a complaint of discrimination in line with the Equality Act.

Objectives:

The aim of this policy is to ensure that in carrying out its activities Signet Solutions will have due regard to:

- Eliminating unlawful discrimination, harassment and victimisation.
- Advancing equality of opportunity, across all the activities of the training centre between different groups.
- Fostering good relations between people of a diverse background.

In the implementation of this policy, we will aim:

- To develop and promote a culture of equality and diversity throughout the workplace.
- To develop and promote a culture of dignity, courtesy and respect.
- To support all staff and delegates, including provision of relevant support relating to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief (including lack of belief), sex and sexual orientation.
- To work to prevent all forms of unlawful discrimination.
- To deal with all forms of discrimination consistently and effectively.
- To ensure that the Equality and Diversity policy influences and informs the culture of the Training Centre.

Definitions:

Equal opportunities refer to the elimination of unlawful and unfair direct and indirect discrimination of particular groups and promoting equal access, treatment and outcomes that take into account specific needs of individuals.

Diversity - Diversity encompasses visible and non-visible individual differences that includes, but is not limited to, differences protected by anti-discrimination legislation. Appreciating diversity is about valuing differences and recognising that everyone through their unique mixture of skills and experience has their own valuable contribution to make.

It is the aim of Signet Solutions that individuals are not only treated on the basis of equality, but that their diverse contributions to the academic, social and cultural life whilst at Signet Solutions are recognised and developed.

Roles and Responsibilities:

It is incumbent upon all employees of Signet Solutions to behave with dignity, courtesy and respect and to act in a manner that does not unlawfully discriminate at all times.

Role of Staff

- Actively to encourage non-discriminatory practices and to report any incidences of behaviour that fail to comply with this policy.
- To support the aims of the Signet Solutions' Equality and Diversity policy.
- To undertake appropriate equality and diversity training.

Role of Delegates

- Actively to encourage non-discriminatory practices and to report any incidences of behaviour that fail to comply with this policy.
- To support the aims of Signet Solutions' Equality and Diversity policy.
- To be aware of equality and diversity issues.

Confidentiality

Any information disclosed to a Director or tutor in relation to equality and diversity issues will be kept strictly confidential in accordance with legislative requirements.

Revision

This policy will be revised when further provisions of the Equality Act 2010 are implemented.

A handwritten signature in blue ink, appearing to read 'Andy Knight', with a stylized flourish at the end.

Andy Knight
Managing Director
Signet Solutions Ltd