

Agility People Services Limited



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*Developing your
business*

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EQUAL OPPORTUNITIES, DIVERSITY AND INCLUSION POLICY (Other documents that support this policy are Equal Opportunities, Diversity and Inclusion statements, risk assessment, and improvement plan, other Agility policies and risk assessments (RA): safeguarding, and IT safeguarding.

GENERAL STATEMENT

Agility People Services LTD recognises that the management of Equal Opportunities and Diversity information is important to promote choice and opportunity to all and therefore gives full backing to this policy and full support to any person implementing it. Agility understands its roles and responsibilities under the hierarchy controls of the Equality Act 2010 and is committed to positive action to drive out any modern-day slavery and human trafficking.

Agility promotes, is committed, implements Equal Opportunities in the offer of our services of Training and Human Resources. We offer Equality of Access, Assessment and Fairness, promotion to inspire and promotion of wellbeing. No person will receive less favourable treatment based on any of their characteristics of Age, Disability, Gender reassignment, Marriage and civil partnership, pregnancy and maternity, Race Religion and

belief, Sex and Sexual orientation.

Agility will in offering Training and Human Resources meet differentiation educational, social and disability needs and put in place resources to cater for these needs. We will offer opportunities to the disadvantage educational and social to build on educational development, so they can progress. We will offer and bring teaching and learning to the local communities.

It is company policy to provide and maintain as far as reasonably practicable a safe and equality of access working environment for Learners and workers in the following four areas:

1. Commitment promotion and Implementation statement: Equal Opportunities and Diversity plans, policies and procedures will be put in to practise through commitment, promotion and implemented.
2. Awareness: Human Resource Persons, Assessors, Internal Verification, Trainers and Staff will raise the awareness of Equal Opportunities and Diversity in inductions, initial assessments, assessments, on site visits, in training and other.
3. Equality of Access: All Learners/candidates/employees will be offered continuous professional development and equality of access according to their ability. Arrangements will be made for Learners/candidates/employees diverse needs in accessibility to take the test in the test room and to make arrangements for diverse needs for example a reader. In accordance with awarding body rules and regulations. All Learners will be offered a range of training resources.
4. Equality of Assessment and Fairness: All assessments in the Agility People Service centre will be conducted fairly. Standardisation are planned and conducted to ensure that assessments are fair of the same level of marking, of the same areas of assessment methods, of the same assessment criteria, of evidence collected, and mapped to the curriculum.

Employees with management or supervisory responsibility must ensure the implementation of the Equal Opportunities and Diversity measures contained in this policy, accept responsibility for the Equal Opportunities and Diversity of all persons and inclusion within their area of control by arranging for the provision of adequate information and training. They must also ensure their responsibilities are delegated when they are absent.

Effective implementation of this policy requires the wholehearted commitment of everyone in the company. All employees are reminded that legally they:

1. Are obliged to co-operate with the Management in the implementation of this policy to enable the Company to comply with their legal duties.
2. Must take reasonable care for the Equal Opportunities and Diversity of themselves

and of others that may be affected by their acts or omissions.

If any employee disregards their obligations to this Equal Opportunities and Diversity Policy, it will be considered as Gross misconduct and therefore severe disciplinary action may result.

A copy of this general statement will be given to all employees and appropriate training arranged to ensure they are aware of their responsibilities.

The Equal Opportunities and Diversity will be revised, when necessary, particularly when the business changes its nature or size. To ensure effective use this policy and the way in which it operates will be reviewed annually. Such revisions will be brought to the attention of the relevant personnel.

BIBLIOGRAPHY

Agility People Services resources, information, documents, policies and procedures

<https://www.equalityhumanrights.com/>

<https://ico.org.uk/>

<https://ico.org.uk/for-organisations/guide-to-pecr/electronic-and-telephone-marketing/electronic-mail-marketing/> 24th February 2018

<https://www.gov.uk/government/publications/safeguarding-policy-protecting-vulnerable-adults>

<https://www.gov.uk/data-protection>

<https://www.gov.uk/guidance/equality-act-2010-guidance> 22 November 2023

<https://www.legislation.gov.uk/ukpga/1998/42/contents> 22nd November 2023

<https://www.legislation.gov.uk/ukpga/2018/12/contents/enacted>