

## **Equal Opportunities Statement**

{organisation name} is based on the principles of social justice and equality of opportunity. We seek to maximise individual and organisational potential. Our approach is the continuous learning and development of people.

We operate in an empowering way. Our trainers work with candidates and representatives from client agencies, ensuring they are actively involved in the process of undertaking learning.

We ensure that our policies and practices do not result in any group or individuals receiving less favourable treatment either as employees or clients.

As providers of services, equal opportunities are a key issue for us. We recognise that many people have to deal with discrimination from other agencies every day of their lives. We are determined to take positive steps to counter the persisting effects of such discrimination.

As an organisation that is committed to equal opportunities, we aim to tackle social exclusion and encourage participation and involvement by

- Responding to the different needs of certain groups or individuals
- Recognising the barriers which prevent many people from reaching their full potential and taking steps to overcome them

We are committed to adhering to the following managing diversity principles

- Recognising that there are differences between people and that this can be a good thing
- People with different experiences and backgrounds can bring fresh ideas and perceptions which may challenge the 'way we've always done things'. This can help us keep up to date, provide better services to our communities and help us deal with change ensuring that everybody feels they are playing an important part in the organisation's business
- Employees and board members need to know that their views and values will be welcomed and valued and that their personal lives and interests will be dealt with fairly
- Ensuring that all individuals are valued
- That people's opinions are both considered and respected
- That people have an inner voice in decision process
- Access to assessment opportunities will be made available for all candidates regardless of hours worked.