



Equality and Diversity Policy

This policy was updated: **November 2017**

This policy will be reviewed: **November 2019**

Statutory policy? **Yes**

Legal Framework

We welcome our duties under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and foster good relations in terms of age (as appropriate), disability, race, sex (including issues of transgender, maternity and pregnancy), religion and belief and sexual orientation by having due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Aims

We are committed to the way of thinking that all children are entitled to the best education that we can provide without any concerns of prejudice in terms of their background, race, disability or sex. We are obligated to challenge racist attitudes, ensuring admiration for all and preparation for all learners for life in a culturally diverse society. We are committed to eliminating any illegal treatment of people which is unfairly based on their skin colour to help increase equal opportunities and good race relations in all aspects of life.

Nulogic is obligated to treat everyone equally; we value and respect the miscellany of all learners, staff and visitors. As a company, we endeavour to create a positive and friendly working environment to implement learning and improve employment opportunities where everyone is treated with respect and dignity. Nulogic will challenge any instance of inequality and will antedate and answer confidently to different needs and conditions so that all parties can achieve their full potential.

We acknowledge and celebrate the miscellany of our learners, staff and visitors. Nulogic are committed to ensuring all people feel safe, respected and listened to without any concern of their backgrounds or personal attributes. We will distinguish and value individual differentiations and remove barriers that put people at a disadvantage.

Nulogic completely support the requirements of the Equality Act 2010 and linked responsibilities which are consistent visions and values. As a company, we will dispute and always challenge any direct or indirect discrimination, harassment or victimisation on the grounds of race, age, sex, disability, religion, marital or civil partnership status, gender reassignment and sexual orientation.

Equality of Opportunity and Outcome in Learning/Employment

We will take all necessary measures to ensure that learning and employment opportunities are available to all. No specific individual will be excluded from an education or employment opportunity on the grounds of their age, race, religion or belief, disability, gender reassignment, sex,

caring status or child bearing, civil partnership status, sexual orientation or marital status. We will document and monitor individual application/participation, refusal/removal or education/employment opportunities to ensure equality of opportunity and fair representation.

In addition:

For learners: We will support all learners as far as reasonably possible to pursue the education curriculum of their choice and make all equitable efforts to ensure physical access to the education/workplace setting. In situations where this is not possible, we will identify alternative options/provisions.

For employees: Where possible, all employment prospects will be advertised both internally and externally and will consist of a suitable short statement on equality of opportunity. Selection criteria will be kept under continuous review to ensure that it is reasonable and fair.

Wherever possible, more than one person will be involved in the short listing and interviewing procedure. All candidates and current employees invited to participate in a selection method will be requested if any support/alteration is required to enable them to fully participate.

All employees who are involved in the employment, selection or promotion procedure will obtain training and support in unbiased employment and selection systems as part of the company 'Managing with PACE' Management Development Programme.

In agreement with Nulogic's pledge to the Positive about Disability scheme, a job interview is guaranteed to all candidates with a disability who meet the minimum criteria for a job vacancy.

Nulogic will offer access to suitable training and development to permit employees to carry out their roles. Each training and developmental need will be treated on its specific merits and in agreement with the Directors of Nulogic.

Disclosure and Additional Support Provisions

Before starting and during education/employment, learners/staff will be given opportunity (in confidence) to disclose any disability or learning difficulty they may have. This is to enable the Company to place extra or alternative support or modified working practices where practically possible. We will clarify why this information is being required and how it will be used. We will ask learners/staff to let us know of any private commitments or barriers which can disrupt their commitment or time in learning or employment and offer alternative ways of working to minimise their impact.

Additionally:

For learners: Where a learner reveals a disability or learning difficulty, we will recognise what extra or alternative support is needed and Nulogic will arrange a meeting with the individual.

We will attempt to secure and offer any extra provision for the length of the learner's curriculum where practically possible which will be agreed by the learner. Support could be in the form of added/alternative help, provision of a specialist service, involvement of personal carers/support workers, provision of alternative or adaptive equipment or learning environment etc. Where it is not rationally possible to provide essential and adequate (specialist) support to enable a learner to achieve with Nulogic, we will contact the learner's referral agency and/or signpost to a more suitable provision.

Where barriers to education cannot be reduced to such a degree to make education with Nulogic viable, we will refer the learner to their referral agency and/or signpost them to an alternative provision.

We will clarify where learners are entitled for government funding to register and receive extra or alternative support on education programmes.

All learners will have their education and access needs measured to recognise appropriate education programmes that are applicable to their development objectives and targets.

For employees: Where an employee announces a disability, practical steps will be taken to accommodate this by assembling reasonable alterations. Nulogic may reflect redeployment and suitable re-training to ensure the employee to remain in employment where possible.

For employers: Nulogic will, where necessary and with the learner's authorisation, share evidence on any disability, learning difficulty and/or barriers to education and where suitable extra support/provision from the employer to accommodate these in the learner's education and employment.

Induction and Equality Training

All persons will receive an induction into their education/employment and working environment. Nulogic will make every person aware of our obligation to equality and diversity, arrangements in place to allow all individuals to be treated honestly and equally.

Additionally:

For learners: During education, Nulogic will prompt learners of preparations in place to ensure equality of opportunity and to endorse multiplicity, give regular opportunity to disclose any disability, learning difficulty or adjust extra support provisions and support them to grow their consciousness of equality, diversity and inclusivity.

For employers: Nulogic will offer employers staff induction, training and information on equality and diversity arrangements in place within their organisation and what to do should a staff member wishes to make a complaint.

Review and Related Policies

This policy will be reviewed every two years to ensure its effectiveness and will be updated in accordance with changes in the law.

- *Nulogic Equality and Diversity Vision 2019*

Nulogic are committed to promoting equality for all. If you would like this information in an

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