

Introduction

Bragd is committed to the principle of equal opportunities. The team at Bragd ensures a reasonable and practicable approach to prevent unlawful discrimination of any form. Bragd is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Bragd will strive to make certain that all staff and trainees are recruited and promoted on the basis of their aptitude, ability and other objective relevant criteria. We recognise a need to be committed to equality of opportunity for all people and to protect against all forms of discrimination, with a particular regard to age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race and ethnicity, religion and belief, sexual orientation or any other unjustifiable factor.

Bragd will scrutinise the recruitment process to ensure that we do not discriminate or discourage applications from any section of the community. We will also ensure that all the team that are part of the recruitment and training process are trained in dealing with any equalities issues. Whilst recognising that individuals may experience disadvantage on more than one level, all staff working within or on behalf of Bragd will:

- offer services fairly to all people, ensuring that anyone in contact with the organisation is treated with respect, making provision for those groups whose needs and expectations are less well met
- ensure all team members are trained in this policy during their induction, including the fact that they are obligated to comply with its requirements and promote fairness in the workplace
- as part of our briefing and orientation process, make this policy known to all learners, apprentices and employers in their handbook
- ensure all staff and learners are given equal access to suitable and sufficient learning and assessment opportunities. When considering the most appropriate learning and assessment arrangements, each person is treated as an individual who may have a diverse range of needs, and as such each learner will have a personalized and bespoke Individual Learning Plan (ILP)
- promote this policy on our website and in all learner, client and team handbooks
- draw this policy to the attention of funding agencies, awarding bodies & other stakeholders
- comply with all legislation dealing with discrimination and the promotion of equality, following the codes of practice issued to support this legislation
- ensure all employment policies procedures, guidelines and circulars reflect and reinforce the company's commitment to equality
- encourage disadvantaged groups and individuals to participate
- make this policy known to all job applicants, and organisations
- periodically review our equal opportunities demographic profile and review this Equality and Diversity Policy to ensure commitment throughout Bragd.

Integrity and equality are part of Bragd's ethos. As such, equality forms part of the framework within which other policies, procedures and practices are implemented. As part of our approach to continuous improvement, this policy will be regularly monitored and reviewed on an annual basis.

Signed:

Date: 03 October 2021

Jason Rudgley

Pam Stirling

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