



Equal Opportunities Policy

Introduction

Northern Management Development Ltd recognises that promoting equality and diversity is essential to deliver quality, culturally appropriate training and support services to all sections of the community for which we serve. We are committed to practices that offer equality of opportunity to all employees, learners and service users.

It is Northern Management Development Ltd policy that no applicant, learner, employee or service user, receive less favourable treatment on the grounds of their:

- Race, Colour, Ethnicity or Origin
- Ability or Disability
- Gender, Gender Re-assignment Status
- Sexual Orientation
- Marital Status
- Religion
- Age
- Beliefs, Non Beliefs

Northern Management Development Ltd embraces the diversity of its employees, learners and service users and endeavours to support the individual needs wherever possible. We recognise that inequality exists within society and that some sections of society continue to receive less favourable treatment and are limited in access to opportunities based upon their:

- Ability or Disability
- Gender, Gender Re-assignment Status
- Sexual Orientation
- Marital Status
- Religion
- Age
- Beliefs, Non Beliefs

In some cases the primary causes of inequality are direct discrimination i.e. prejudice, hatred, oppressive practice and lack of awareness is generally a more common contributor. This can lead to institutional barriers whereby the policies, procedures, systems and processes of an organisation systematically restrict or have an adverse effect to people receiving fair and equitable treatment.

Each employee, learners and service user of Northern Management Development Ltd has a right to dignity, respect and fairness and this is extended across all the services that Northern Management Development Ltd deliver. We at Northern Management Development Ltd are committed to improving the working lives of employees, learners and service users and will not tolerate violence, abuse or harassment. We at Northern Management Development Ltd actively encourage employees and learners to report any incident, however trivial it may seem, so it can be investigated and action taken where found to be necessary.

This policy compliments Northern Management Development Ltd values and beliefs and indicates our firm commitment to eradicate discrimination whether direct or indirect and to ensure equality of opportunity for all. Our commitment applies across the full spectrum of the community.

To achieve this Northern Management Development Ltd will ensure that our employees, service users and learners support, understand and are responsive to objectives set out within this policy through appropriate challenge & support, training and development and effective management. We will develop our supplier contracts through equalities briefing sheets and procurement criteria



Equal Opportunities Policy

Policy Statement

It is [Northern Management Development Ltd](#) policy that we will:

- Provide a non-discriminatory high standard of service to all our employees, service users and learners and operate within legislation without compromise.
- Consult, develop, plan and deliver services that are accessible to all our employees, service users and learners and with reasonable adjustment, be responsive to their needs and preferences.
- Use influence to promote equality through all the services and practices and ensure that all forms of harassment and discrimination are challenged.
- Make informed and fair decisions in relation to recruitment, promotion and training. The decisions are made in according to core competencies.
- Foster a culture where equality and human rights are valued and the skills and talents of our employees, service users and members are used appropriately to the benefits of the community.
- Monitor and review all our employees, service users and learners and develop initiatives, nurture applications from an expansive cross section of the first aid community.

Legal Framework

Equality Act 2010

European Communities Act 1972

Gender Re-Assignment Regulations 1999

Gender Reconstruction Act 2004

Gender Equality Duty 2007

Religion/ Belief Employment Regulations 2003

Disabled Persons (Employment) Act 1944 and 1958

Rehabilitation of Offenders Act 1974

Human Rights Act 1998

Public Interest Disclosure Act 1998

General Procedures

Leadership

[Northern Management Development Ltd](#) has the responsibility for the development of strategies, resources and structure to deliver the Equal Opportunities Policy through the leadership of [Northern Management Development Ltd](#). All decisions and propose changes to services will consider the potential for adverse impact on [Northern Management Development Ltd](#) and employees, service users and learners equality.

[Northern Management Development Ltd](#) will review the views of employees, service users and learners and will take into account of these in shaping and developing future services. This includes the provision of reasonable adjustment and communications.

[David Pringle](#) has the responsibility for implementing and monitoring of [Northern Management Development Ltd](#) Policies within the scope of their role. Equality and diversity is an organisational function and employees, service users and learners are responsible for ensuring the pro-active delivery and progress of equalities and diversity through communication and networking.

[David Pringle, Director of Northern Management Development Ltd](#) is responsible in addition to their individual responsibilities for ensuring:

- All employees, service users and learners are aware of and comply with the standards expected within this policy.



Equal Opportunities Policy

- The measures of awareness, understanding and delivery of [Northern Management Development Ltd](#) equalities commitment.
- Dignity and respect for all employees, service users and learners.
- That they confront and take appropriate action against incidents or behaviour that does not meet the standards of [Northern Management Development Ltd](#) policies.

Staff Involvement

[Northern Management Development Ltd](#) will involve all employees, service users and learners and support them in the development and delivery of equalities and diversity. This may include consultation, email, verbal communication, internet and networking sessions.

All employees, service users and learners have a personal responsibility for ensuring that they work in a positive and non-discriminatory manner with all service users and colleagues. This responsibility is communicated and reinforced through the Equal Opportunity Policy, Discrimination Procedures and Harassment Procedures as well as through consultation, email, verbal communication, the World Wide Web and networking sessions.

Training and Development

[David Pringle, Director of Northern Management Development Ltd](#) recognises the value of all employees, service users and learners and will support employees, service users and learners to deliver the values and principles of equality, individuality and diversity. [Northern Management Development Ltd](#) will identify the knowledge and skills required to deliver ethnic and culturally sensitive services across all aspects and where necessary provide training to enhance confidence and understanding.

[Northern Management Development Ltd](#) employees will receive training in [Northern Management Development Ltd](#) policies and procedures and acknowledge their responsibilities under these.

Monitoring and Review Arrangements

[David Pringle, Director of Northern Management Development Ltd](#) recognises that continual monitoring of equal opportunities is essential to the continued review of the effectiveness of all policies. To this end [David Pringle, Director of Northern Management Development Ltd](#) will collate and monitor all information required by the laws of England and use this information to make decisions.

Harassment Procedures

[Northern Management Development Ltd](#) takes all allegations of harassment very seriously and has policies in place for the reporting and managing incidents of harassment, bullying intimidation and discrimination.

It is the right of all employees, service users and learners to be treated with consideration and operate in an environment free from harassment, bullying, intimidation and discrimination. This is made through written policies and respective training.