



Statement of Equal Opportunities and Diversity

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School of Commerce & Technology
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Statement

At the School of Commerce and Technology (SCT), we are committed to treating all individuals with equal respect and consideration. This principle is reflected in every aspect of our service delivery, recruitment and employment practices, and our engagement with learners, associates, and partners. We expect all individuals who work with and for us to uphold these values.

- All individuals, whether employed or self-employed, are considered for roles, contracts, development, and promotion solely on the basis of their ability to perform the job—irrespective of age, disability, gender, race, religion or belief, or sexual orientation.
- Our policies provide clear procedures for raising concerns. If any individual believes they have been treated unfairly or unequally, they are encouraged to submit a complaint. All complaints will be promptly and thoroughly investigated.
- Harassment or discrimination of any kind—including sexual harassment, victimization, racial harassment, bullying, or any other form—will not be tolerated. Appropriate disciplinary action will be taken where necessary.

Aims

SCT is dedicated to promoting a fair and inclusive environment in the personal and professional development and training sector. Our objectives include:

- Fostering a culture where every individual—staff and learners alike—has the opportunity to realize their full potential.
- Creating a sector free from exclusion, where mutual respect and appreciation of differences are the norm.
- Proactively eliminating the causes of discrimination and prejudice.
- Strengthening and building on positive, inclusive practices through partnerships with individuals and organizations who share our values.

We are committed to working collaboratively across the sector to end discrimination and promote equal opportunities for all.

Our Commitment

We recognize that meaningful change requires a joint effort. Many organizations, local authorities, and individuals have already made great strides toward greater equality, and SCT is committed to building on that progress.

This policy will be integrated into our daily operations, including:

- Recruitment and selection
- Training and development
- Promotion and progression
- Disciplinary procedures
- Dismissal and grievance processes

The Manager and/or Director holds overall responsibility for the successful implementation and oversight of this policy.

We will continue to collaborate with a broad range of partners to promote equality, share best practices, and create real and lasting change. By influencing attitudes and challenging outdated beliefs, we lay a strong foundation for continued improvement.

This policy is to be applied in conjunction with SCT's other operational policies and procedures and complies fully with the **Equality Act 2010** and its subsequent amendments.

Protected Characteristics under the Equality Act 2010

The Equality Act identifies seven protected characteristics. It is unlawful to discriminate against individuals on the basis of the following:

1. **Gender Reassignment:** Protection extends to individuals proposing to undergo, currently undergoing, or having completed a process of gender reassignment.
2. **Marriage and Civil Partnership:** Protection applies to individuals who are married or in a civil partnership. This does not extend to single individuals.
3. **Pregnancy and Maternity:** Protection is afforded to individuals who are pregnant, on maternity leave, or who have recently given birth.
4. **Race:** Protection includes race, colour, nationality, and ethnic or national origins.
5. **Religion or Belief:** Protection covers all religious beliefs, philosophical beliefs, and those with no belief.
6. **Sex:** Both men and women are protected from sex-based discrimination, including unequal pay for equal work.
7. **Sexual Orientation:** Protection applies to all individuals regardless of whether they identify as heterosexual, homosexual, lesbian, or bisexual.

Conclusion

At the School of Commerce and Technology, we are resolute in our belief that the training and development sector must be inclusive and respectful of all individuals. Discrimination and prejudice have no place in our society. Inclusion benefits everyone, and through mutual respect and collaboration, we can build stronger communities and deliver better outcomes for all.

Together, we can create a sector—and a society—where **everyone matters**.

