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REF. NO.	TITLE	ISSUE NO.	DATE OF ISSUE
EOPL: 2	Equality and Diversity Policy - Learners	6	May 2007
EOPL: 2.1	AIM AND OBJECTIVES		
EOPL: 2.1.1	To ensure that the talents and resources of all learners are utilised to the full and that no applicant or learner receives less favourable treatment on the grounds of age, gender, sexual orientation, disability, marital status, creed, religion, social class, colour, race or ethnic origin, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.		
EOPL: 2.2	POLICY		
	ITEC North East Limited (the Company) will:		
EOPL: 2.2.1	Fulfil its social responsibility towards its learners and the communities in which it operates.		
EOPL: 2.2.2	Recognise its legal obligations under the Race Relations Act 1976, The Race Relations (Amendment) Act 2000, The Sex Discrimination Act 1975, The Equal Pay Act 1970, and The Disability Discrimination Act 1995 also part 4 Code of Practice for Schools 2002.		
EOPL: 2.2.3	It also takes into consideration legislation pertaining to equal opportunities contained within The Employment Act 2002, The Sex Discrimination (Gender Reassignment) Regulations 1999, The Protection from Harassment Act 1975, The Human Rights Act 1998, The Employment Rights Act 1996, The Health and Safety at Work Act 1974, and The Rehabilitation of Offenders Act 1974. The Employment Equality (Sexual Orientation) Regulations 2003, The Employment Equality (Religion or Belief) Regulations 2003 and the Employment Equality (Age) Regulations 2006.		
EOPL: 2.2.4	Support learner awareness through training.		

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EOPL: 2.2.5	Review periodically its selection criteria and procedures to maintain a system where individuals are selected and treated solely on the basis of their merits and abilities, which are appropriate to their training programme.		
EOPL: 2.2.6	Seek to give all learners equal opportunity and encouragement to progress within the planned training programme.		
EOPL: 2.2.7	Distribute and publicise this policy throughout the Company as appropriate.		
EOPL: 2.2.8	Provide facilities for any learner who believes that unequal treatment has been applied to him or her within the scope of this policy, to raise the matter through the appropriate disciplinary or grievance procedures.		
EOPL: 2.2.9	Ensure that subcontractors are aware of the Company's Equal Opportunities Policy and agree to adhere to it.		
EOPL: 2.2.10	The Company may take action or seek guidance to target specific groups where under representation is identified.		
EOPL: 2.3	RESPONSIBILITY		
EOPL: 2.3.1	It is the responsibility of all learners to accept their personal involvement in the practical application of this policy although specific responsibility falls upon management, supervisors and staff professionally involved in recruitment, employee administration and training.		
	Copies of the Company's full Policy are available upon request.		

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EOPL: 3	EMPLOYED LEARNERS		
EOPL: 3.1	For equality and diversity issues connected to their employment, learners will adhere to the rules and regulations contained in their employer's Equality and Diversity Policy.		