

	ATLAS TRAINING SERVICES
	Equal Opportunities and Diversity Policy

Atlas Training Services (Company) shall ensure an equality of opportunities in the learning, teaching, and working environments. Atlas Training Services is committed to diversity by embracing diversity, valuing and respecting the views and contributions of all our colleagues, stakeholders, and learners.

The Equality and Diversity Policy aims to ensure equality of opportunities and fair treatment for everyone. It is based on the principle that people have the right to their own beliefs, but not to engage in activities or acts which interfere with the rights or beliefs of others.

In this regard the Company shall ensure that:

- All members of its community are treated with justice, dignity and respect.
- No discrimination is taking place on grounds of race, religion, age, disability, belief and sex in any decisions relating to staff recruitment, promotion, development opportunities, pay and remuneration, or learners' admissions, progression or support provided.
- its policies and practices impacts are assessed to identify and mitigate any disadvantage to any particular individuals and groups.
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
- Promote a comprehensive culture, good practice in teaching, learning, and assessment, and good management practice, through the development of codes of best practice, policies, and training.
- take a strict position to breaches of this policy, which will be dealt with in accordance with the relevant staff or student disciplinary procedures. Serious cases of deliberate discrimination may amount to gross misconduct resulting in dismissal for employees and withdrawal from the course for students.

If they believe being a victim of discriminatory act, learners and staff should raise a complaint under the Complaints Procedure. Complaints will be treated in confidence and investigated as required and the outcome of investigation shall be communicated to the complainant within the time frames set in the Complaints Procedure.

There must be no victimisation or retaliation against staff or learners who complain about discrimination. However, making a false allegation deliberately and in bad faith will be dealt with under our Disciplinary Procedures.

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