

EQUAL OPPORTUNITIES POLICY

6. EQUAL OPPORTUNITIES

In line with current Government legislation Community Training Centres and ETBs will promote equal opportunities for all employees and Learners in each Centre. The Equality Policy, the ETB Quality Assurance Framework document, and the commitments therein will be followed.

The purpose of this policy is to build on the statutory position in order to create a climate of awareness in which equal opportunity is developed and promoted in accordance with the spirit as well as the letter of the legislation.

Notwithstanding the Board of Directors' obligations as set out in the Agreement, each Centre will be required to develop and implement an Equal Opportunities Action Plan.

The Community Training Centre Board will state its commitment to maximising the effective use of human resources in the best interests of both the Community Training Centre and the employee/Learner. They must ensure that all employees/learners and job applicants are not discriminated against on the grounds of Gender, Sexual Orientation, Marital Status, Family Status, Religious Beliefs, Age, Race, Disability, and membership of the Travelling Community.

Under the Employment Equality Act 1998 it is unlawful to discriminate either directly or indirectly in relation to the nine distinct grounds mentioned above.

Individual employees should make themselves familiar with the Acts regarding sexual harassment in order to ensure that they will not engage in sexual harassment practices as defined under the Act.

All Community Training Centre Boards of Directors must have up to date policies on bullying, sexual harassment, and disciplinary procedures. All staff must be familiar with these policies and procedures.

Breach of any of these policies must be treated as a serious matter by the Community Training Centre Board and Management, and appropriate action taken.