



Equality and Diversity Statement

Smart Training & Recruitment is committed to equality of opportunity and treatment both as a provider of training and as an employer and to the production, implementation, review and monitoring of policies that promote equality for all those who train and work within the Company.

The Company recognises its commitments under the law and is committed to providing equality of opportunity by aiming to ensure that its practices and procedures follow legal requirements. In accordance with the Equality Act 2006 we will encourage and support the development of a society in which:

- People's ability to achieve their potential is not limited by prejudice or discrimination
- There is respect for and protection of each individual's human rights
- There is respect for the dignity and worth of each individual
- Each individual has an equal opportunity to participate in society, and
- There is mutual respect between groups based on understanding and valuing of diversity and on shared respect for equality and human rights.

We are committed to equality, diversity, social inclusion and social justice. We oppose discrimination in any form, including inappropriate conduct, bullying, harassment, discrimination and the disregard of dignity.

We will ensure equality of opportunities for all learners, potential learners, staff and job applicants irrespective of Age, Race, Colour, Nationality, Ethnic or national origin, Disability or learning difficulty, Family and social status, Gender reassignment, Marital status, Pregnancy, Religion or belief including philosophical belief and no belief, Sex (gender bias), Sexual orientation, Legal political belief, Trade union activity or any other causes which incorrectly and unfairly discriminates against a person or their human rights.

Signed on Behalf of the Board of Directors

Jan Hopkinson
Managing Director