



NAGS
TRAINING SOLUTIONS

Equal Opportunities Policy

Jan 2024
Version 1



Equal Opportunities Policy

Purpose

The purpose of this policy is to communicate Nags Training Solutions' commitment to promoting equality of opportunity across our organization, both in employment and service provision.

Nags Training Solutions is committed to providing equal opportunities to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Family or caring responsibilities
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins, or being an Irish traveller)
- Disability
- Sexual orientation
- Age

We oppose all forms of unlawful and unfair discrimination. Everyone involved in Nags Training Solutions, including employees, clients, and partners, will be treated fairly and without discrimination based on the aforementioned factors. Decisions on employment, training, promotion, or any other benefit will be made objectively, based on merit, aptitude, and ability, without unlawful discrimination.



Our Commitment

We believe that the provision of equal opportunities throughout our business will benefit both the organization and those we serve. Our Equal Opportunities Policy will help individuals reach their full potential, ensuring that the diverse skills and talents within Nags Training Solutions are fully utilized, maximizing the effectiveness of the organization.

This policy applies to all employees, contractors, clients, and anyone who interacts with Nags Training Solutions.

We are committed to:

- Promoting equality of opportunity for all persons
- Creating an inclusive environment where respect and dignity are upheld, and no form of discrimination, harassment, or intimidation is tolerated
- Preventing occurrences of unlawful discrimination, harassment, or victimization
- Fulfilling all legal obligations under relevant equality legislation
- Complying with our Equal Opportunities Policy and associated procedures
- Taking lawful affirmative or positive action where necessary
- Addressing breaches of this policy as misconduct, which may result in disciplinary action



Implementation

The Management Team at Nags Training Solutions is responsible for implementing this policy. However, it is the responsibility of every employee to promote an environment of equality and respect.

To ensure effective implementation, we will:

- Communicate this policy to all employees during induction and ensure it is available to all stakeholders
- Provide training to ensure staff are aware of their responsibilities regarding equality and non-discrimination
- Incorporate equal opportunities principles into recruitment, training, and day-to-day activities
- Regularly review this policy to ensure it is up to date and in line with current legislation and best practices

Monitoring and Review

We will establish monitoring systems to assess the effectiveness of our Equal Opportunities Policy. The policy will be reviewed regularly, at least annually, and necessary actions will be taken to address any issues identified.



Complaints Procedure

Anyone who feels they have experienced discrimination, harassment, or victimization can raise the matter through our complaints procedures. Complaints will be handled seriously, promptly, and confidentially. Retaliation against those who make complaints in good faith is strictly prohibited and will result in disciplinary action.

For further information or guidance on promoting equality, you can contact the Equality Commission at the following:

- Equality & Human Rights Commission UK: 0808 800 0082
- Equality Commission Northern Ireland: 02890 890890

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