



**Recognised Awards Scheme**

## **Equal Opportunities Policy Guidelines**

### **For CDET's Recognised Awards**

The guidelines below for a Equal Opportunities Policy are designed to support those who hold one of CDET's Recognised Awards. The guidelines may also be used as guidance for those applying for an Award and content provided may be amended to suit the needs of individual applicants. Please note that this is a guidance document and has no legal standing of its own.

All operational policies, procedures, resources and facilities remain the responsibility of the Recognised Award member. The original of this policy can be found on the CDET website.

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# STATEMENT OF INTENT

It is my policy, or the policy of our organisation to treat all employees, students, parents, carers, and the public and job applicants fairly and equally regardless of their age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage or civil partnership, and pregnancy or maternity.

Furthermore, I or our organisation will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.

The policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer and every other aspect of employment.

In terms of recruitment, I or our organisation will regularly review the procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

We are committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective.

All staff are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.

Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.

See the following website for more background information

<https://www.gov.uk/guidance/equality-act-2010-guidance>