



EQUALITY AND DIVERSITY POLICY

Purpose

Seafood Cornwall Training (SCT), is committed to providing an environment free from discrimination, bullying, harassment or victimisation, where all members of its community are treated with respect and dignity. SCT aims to create a culture of diversity, providing a dynamic working and learning environment, where all members are valued for their contribution and individuality.

SCT are committed to providing equality of opportunity for all, irrespective of:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual orientation

Scope

SCT is a multi-functional organisation operating in a local, national and international context.

The policy is applicable to all staff, students and applicants. The principles of non - discrimination and equality of opportunity also apply to the way in which staff and students should treat each other, visitors, contractors, sub-contractors, service providers, suppliers, former staff and students and any other persons associated with the functions of the training school.

SCT will work to ensure that all of our students, employees and visitors, as well as those who seek to apply to work or study with us or who have previously worked or studied with us, are treated fairly and are not subjected to unlawful discrimination.



Aim

SCT aims to promote equality of opportunity for all by;

- complying with its legal obligations;
- creating a culture of respect and dignity

Objectives

- ensuring that managers and staff undergo appropriate equality training for their role;
- promoting equality and diversity through internal and external communications;
- ensuring that both existing staff and students, as well as those who seek to apply to work or study with us, are treated fairly and that individuals are judged solely on merit and by reference to their skills, abilities, qualifications, aptitude and potential;
- ensuring that all contractors and service providers operating on behalf of SCT are aware of this policy and expected to adhere to it.

Implementation

SCT will seek to ensure that all staff and students have equal access to the full range of facilities and that adjustment to working and learning practices are considered wherever reasonably possible.

Role and Responsibilities

The Board of Directors have ultimate accountability for compliance with SCT's equality obligations. The Quality Manager has day to day responsibility for this policy.

Team

Staff and students have a responsibility to:

- Understand this policy and to contact their manager, if there are any questions;
- Challenge inappropriate behaviour or any discrimination;
- Report unacceptable behaviour

The Quality Manager / Office Manager has a responsibility to:

- Set a good example by treating all with dignity and respect;
- Correct unacceptable behaviour;



- Ensure staff and students know how to report discrimination, bullying and harassment. Ensure that reporting incidents does not result in victimisation;
- Deal with complaints fairly, thoroughly, quickly and confidentially;
- Ensure that due consideration is given to equality and diversity within their sphere of influence.

Complaints

Any cases of harassment, discrimination, bullying or victimisation will be taken very seriously by the Training school. Any member of staff or students who are found to display behaviour which is discriminatory or harassing will be subject to disciplinary action.

SCT will not accept discriminatory or harassing behaviour from members of the public, visitor or service providers who come into contact with staff or students.

Staff, students or other parties who make a complaint of discrimination have the right to do so without fear of victimisation and SCT will make every effort to ensure victimisation does not occur and that any complaints are dealt with promptly and fairly.