



National Electrotechnical Training (NET)

Equal Opportunities Policy

By the industry, for the industry





Document History

Version History

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Contents

Introduction	4
Policy Statement	4
Scope	4
Key Principles	4
General	5
Review	5
Appendix 1	6
Legislative Framework	6



Introduction

This Equal Opportunities Policy is designed to be part of and to supplement official NET standard policies for the purposes of the operation and functions of NET and the AM2 and FICA assessments of occupational competence.

Where NET uses facilities provided by other parties, the Equal Opportunities Policy of that organisation is acknowledged and is to be adhered to by all candidates, assessors and staff of NET.

This document must not be taken in isolation or considered to replace the official documents of NET, NET licensed centres or other facilities used by NET.

Policy Statement

NET aims to ensure that all actual or potential employees, assessors and candidates are treated equally, regardless of: age; disability; family responsibility; marital status; race; colour; ethnicity; nationality; religion or belief; gender; sexual orientation; trade union activity; unrelated criminal convictions; other irrelevant criteria.

Scope

The purpose of this policy is to establish clear guidance regarding equality and to establish key principles, structures and monitoring arrangements. The guidance should be applicable to all staff, assessors and candidates involved in NET services.

Key Principles

NET believes that all forms of prejudice and discrimination¹ are unacceptable. In recognition of the fact that discrimination can take a variety of forms, depending on the group against whom they are directed, NET will seek to challenge inequality, prejudice and discrimination on the grounds of:

- Age
- Disability
- Gender
- Race
- Religion
- Sexual Orientation

¹ The term “discrimination” is used in this document to mean less favourable treatment of an individual on any of the grounds listed in the Key Principles section



NET embraces diversity in all its aspects, and aims to welcome candidates and to employ a workforce that reflects the industry it serves.

NET will treat all candidates, assessors and employees with respect and dignity, and seek to provide a learning and working environment free from harassment, discrimination and victimisation.

NET will not tolerate any form of discriminatory behaviour against its candidates, assessors or employees either from other employees, candidates, assessors or members of the public.

In seeking to achieve a balanced community at all levels, NET will ensure that no candidate, assessor or employee is treated less favourably because of conditions or requirements that are not related to the assessment. Reasonable adjustments will be made to ensure equal access for disabled candidates, assessors and staff to assessments and assessment centres.

In order to ensure that all staff, assessors and candidates are treated with equality and fairness at all stages of assessment or employment, and that their treatment is based solely on objective and job or learning related criteria, NET will ensure that equality issues are embedded into all its policies and procedures. These may include:

- Capability
- Discipline
- Grievance
- Harassment and Bullying
- Induction
- Training and Career Development

In ensuring that this policy is fully effective, and that all AM2 and FICA candidates, assessors and NET staff are committed to it, NET undertakes to work in partnership with candidates, assessors and staff in its development and implementation.

General

If any NET staff, assessors or candidates believe they have not been treated fairly due to prejudice or discrimination, they should raise a complaint by using the Appeals Procedure.

Review

This policy will be reviewed on a regular basis in accordance with legislative developments and the need for good practice in line with overall NET operations.



Appendix 1

Legislative Framework

Key legislative requirements relating to equality are identified in the following:

- Disability Discrimination Act
- Human Rights Act
- Race Relations Act
- Race Relations Amendment Act 2000
- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Protection from Harassment Act 1974
- SENDA 2001
- Sex Discrimination Act