



EQUALITY AND DIVERSITY POLICY

Freedom Training and Consultancy Ltd believes that Equality and Diversity are an essential part of its values and enriches all of our services.

The Equality Act 2010 covers nine protected characteristics, making it unlawful to discriminate on the grounds of:

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Gender
9. Sexual Orientation

We are committed to supporting our clients accessing any of our services to be in an environment that is free from unlawful discrimination and promotes good relationships between all people.

We work towards a culture that has a zero tolerance to discrimination, we believe in equal opportunities and treating people with respect and dignity, honesty, and integrity.

We encourage and support a team that is representative of the community it serves at all levels of the organisation. We therefore welcome applications from all backgrounds and all sections of the community.

As an associate, you can be assured that Freedom Training and Consultancy Ltd will take positive steps to ensure:

1. Job descriptions and associated conditions relate to the job, define the qualifications, experience and other skills required in the post, and only include those factors which are necessary and justifiable on objective criteria for the satisfactory performance of the job.
2. All applicants are treated equally and fairly throughout the recruitment and selection process.



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3. All decisions are made on merit - in line with the job and skills requirements set for the vacancy.

Staff, associates, clients, and any person coming into contact with Freedom Training and Consultancy Ltd can raise any concerns with the Designated Safeguarding Lead for the company (see safeguarding policy for details)

Tracy Keane
CEO