

ATHENA LEARNING LIMITED

EQUALITY and DIVERSITY POLICY

Athena Learning Limited is committed to providing services which embrace diversity and that promote equal opportunities for all.

As an employer, Athena Learning Limited is committed to equality and diversity within its own workforce,

As a Private Training Provider, Athena Learning Limited is committed to encouraging the employers with whom we work to value equality and diversity within their working practices.

We will provide equal opportunities and will not tolerate discrimination on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationality, age, religion, HIV positivity, disability, working pattern, caring responsibilities, political beliefs, trade union activity – or any other grounds.

We will show our commitment by:

- Encouraging recruitment from underrepresented groups
- Promoting equal opportunities and diversity in the areas in which we work
- Treating our customers, colleagues and partners fairly and with respect
- Promoting an environment which is free from bullying, discrimination and harassment

- Providing support and encouragement to all (staff and clients) to aid in the development of their careers

Every person working for Athena Learning Limited has a personal responsibility for implementing and promoting these principals in their day-to-day dealings with everyone, members of the public, other staff, employers and visitors.

Any employee who feels they have witnessed or suffered any form of discrimination should refer to the Athena Learning Limited complaints policy procedure.

This policy will be reviewed every two years by the directors to ensure it is up-to-date.