



## BS.1.01.a EQUAL OPPORTUNITES STATEMENT OF INTENT

February 2025

### 1 INTRODUCTION

MGTS is committed to upholding the principles of equality, inclusion, and diversity in all aspects of our organisation.

- **Equality** ensures that everyone has the same opportunities to reach their full potential, free from discrimination.
- **Inclusion** fosters an environment where individuals feel valued, respected, and empowered to be themselves.
- **Diversity** celebrates individual differences, recognising the value they bring to our workplace and learning community.

We actively promote diversity and inclusion, ensuring that all employees and learners are treated with dignity and respect. Our goal is to create a culture where everyone feels supported and encouraged to achieve their potential.

We recognise and appreciate individuals for their unique perspectives, backgrounds, and experiences. This policy applies to all learners, applicants, employees, and workers (including agency workers) and covers every aspect of our organisation, including recruitment, selection, training, career development, and promotion. These areas are regularly monitored, and our policies and practices are reviewed to prevent unfair or unlawful discrimination—whether intentional or unintentional, direct or indirect, overt or subtle.

MGTS is committed to fostering an inclusive and equitable environment where everyone has the opportunity to thrive.

### 2 FRAMEWORK FOR EQUALITY, INCLUSION AND DIVERSITY

MGTS is committed to fostering an inclusive environment where equality of opportunity and diversity are valued. Compliance with equality laws benefits everyone by ensuring that all individuals can develop their skills and abilities in a supportive and respectful workplace.

Every individual plays a role in treating others with dignity and respect. The personal commitment of each employee (including Associates), applicant, learner, delegate, employer and contractor to upholding these principles is essential to creating a fair and inclusive organisation.

#### Commitment to Fair Treatment

Management will ensure that recruitment, selection, training, development, and promotion processes are fair, transparent, and free from discrimination. No applicant, learner, employee, or worker will receive less favourable treatment based on a protected characteristic under the **Equality Act 2010**,

including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Beyond legal compliance, MGTS upholds an overarching commitment to equal treatment.

### Your Role in Upholding Equality

Every individual can contribute to an inclusive environment by:

- Treating colleagues, learners, workers, customers, clients, suppliers, and the public with respect, free from discrimination.
- Not engaging in or encouraging discriminatory behaviour.
- Reporting any instances of discrimination to a manager or a member of the safeguarding team.

Maintaining an equitable and respectful culture requires collective effort. If you witness or experience discrimination, you have a responsibility to report it.

### Raising Concerns

If you believe you have been subjected to unlawful discrimination, you are encouraged to raise the issue through the grievance procedure or the complaints procedure.

### HR Handbook

For employees, further details on equal opportunities and diversity policies, including rights and responsibilities, can be found in the HR Handbook.

**Policy Owner:** Quality and Compliance Manager and Designated Safeguarding Lead

Date	Summary of Changes	Version:	Author (Updated by):
February 2025	New Document to provide Company Intent Statement of Equality and Diversity	BS.1.01.a	Ruth Plane Quality & Compliance Manager (DSL)

**Next Review:** February 2026

Policy Approved By:



David Bridgens  
**Chief Executive**  
12.02.2025