



# Statement of ELATT's Policy on Equal Opportunity

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# Statement

Through this statement ELATT wishes to affirm a total commitment to a policy of Equal Opportunity.

The framework for this commitment is ELATT's agreed equal opportunities policy statement:

ELATT is an equal opportunity organisation. The aim of its policy is to ensure that no worker or student receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation. ELATT is committed to a programme of action to make this policy fully effective.

## This means that:

- In the provision of training for unemployed people and the employment of staff, ELATT will strive to ensure equality of opportunity and treatment for all.
- No person applying for training or for a job with ELATT will be treated less favourably than any other person because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation.
- In carrying out its equal opportunity policy, ELATT will actively assist disadvantaged groups (women, ethnic minorities, etc.) to benefit from its employment and training opportunities.
- ELATT will seek to identify the needs of disadvantaged groups in its area of operation by establishing close relationships with those groups.
- To implement the policy commitment ELATT will make sure through a positive approach that the parts of the community that are most in need are served.
- To cater for the needs of one parent families or families with children, ELATT will provide help with Nursery facilities or childminder payments where possible.
- ELATT will offer people responsible for dependants all the support available to enable them to undertake training with ELATT.
- To make sure that people from ethnic minorities can attend courses and receive the full benefit from them, special English language tuition will be provided.
- ELATT welcomes learners with disabilities. Please tell us what your needs are and we will do our utmost to provide the necessary resources and support.
- ELATT is committed to providing training for disabled people on its courses, and it will make sure that where possible specialised equipment is available to assist them in their learning.
- As an employer, ELATT will seek to actively employ staff from women and minority groups. Where necessary, it will provide them with special training facilities to enable them to compete or qualify for positions in ELATT.
- ELATT will respect public, bank and religious holidays.