

# Equal Opportunities Policy



Align Group's equal opportunity policy is that in the recruitment, selection, training, appraisal, development and promotion of staff, the only consideration must be that the individual meets, or is likely to meet the requirements of the post.

The requirements being met, no employee will be discriminated against on the basis of their sex, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs on matters such as religion and politics.

Align Group is committed to provide a working and social environment in which the rights and dignity of all its members are respected, and which is free from discrimination, prejudice, intimidation and all forms of harassment including bullying.

This Policy means that all students and employees of Align Group have the right to study or work in an environment free from discrimination, prejudice and all forms of harassment or bullying.

Align Group is committed to a programme of action to ensure that this and other equalities policies are implemented and monitored at an organisational and individual level.

## **WHAT IS MEANT BY "EQUAL OPPORTUNITY"?**

Factors such as sex, sexual orientation, marital or civil partnership status, ethnic origin, race, religion, colour, nationality, political beliefs, gender reassignment, pregnancy and maternity, disability and age should not be taken into account for the purposes of:

- Staff  
Recruitment, appointment, training, appraisal, promotion, discipline etc.

Selection for a course of training or study, or for a job should be made solely on merit

## **FURTHER INFORMATION**

If you are interested in finding out more about any aspect of equal opportunities at Align Group you can contact the Managing Director.