



Title: Qidos Equal Opportunities Policy
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Revision History

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1.1			05/02/2021

Quidos Equal opportunities policy/procedure

This equal opportunities policy statement is designed to implement the commitment of Qidos as an employer to equal opportunities provided to all employees. It is the responsibility of every employee to ensure their own conduct conforms to the expected standards and reflects these policy statements.

The aim of this policy is to encourage dedication and respect amongst individuals maximising the performance and the return to the employer and the employees. The aim of diversity helps to ensure that people are valued and have the same access to all opportunities whatever their differences. The policy also provides protection and security for individuals who experience discrimination by association with someone who has a protected characteristic in the workplace.

Equal opportunities policy statement

Quidos recognises and accepts its legal obligations under the Equality Act 2010. Under this Act, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation are protected characteristics. Employees, other workers and applicants for employment who have one or more of these characteristics are protected from all forms of unlawful discrimination in the workplace, including: direct and indirect discrimination; discrimination by association; discrimination by perception; discrimination arising from disability; harassment; and victimisation.

Quidos is determined to employ a workforce that reflects the diverse community at large because we value the individual contribution of people, irrespective of disability, gender reassignment, age, marriage, pregnancy and maternity, race, religion, sex, and sexual orientation.

All employees will be treated with dignity and respect. Qidos recognises that harassment, bullying and victimisation are forms of unlawful discrimination and are dealt with professionally under the bullying policy.

Any employee who believes that they may have been subjected to treatment that breaches this policy may raise the matter through Qidos management team reporting to their line manager. Qidos will monitor and review the operation of this policy and will implement any changes required by law or to improve its effectiveness regularly critically analysing its benefits and introducing improvements.

Quidos undertakes to review its employment practices, policies and procedures, including opportunities for training and promotion, pay and benefits, discipline, selection for redundancy and retirement, to ensure that it avoids all forms of unlawful discrimination in the workplace. Qidos takes harassment seriously any claims will be dealt with by the HR department. Any corporate behaviour resulting in harassment which may be unwanted conduct related to a protected characteristic. However, a person does not have to possess a protected characteristic to be a victim of harassment. Individuals who are subjected to harassment because of their association with someone who has a protected characteristic can also be victims. Qidos will make reasonable adjustments to its recruitment and selection arrangements and procedures to ensure that no applicant for employment is disadvantaged because of a disability.

Age is still the only protected characteristic by which quidos as a organisation can justify direct discrimination, because the employer can argue that treating someone differently because of their age is allowed as long as it means the employer is doing it to meet a legitimate aim. Quidos requires energy assessors to be over the legal age of 16.

Implementation

Quidos will ensure:

- Staff recruitment, selection, training and promotion are free from prejudice and discrimination.
- Employees, candidates, admission, and assessment are free from favouritism and discrimination.
- The design and operation of courses, teaching materials and other resources is non-discriminatory, encourages equality of opportunity and reflects the diversity of the community.
- Data relating to the gender, ethnic origin and special needs of members, delegates and candidates is collected. This data will be reviewed and evaluated annually and made available to awarding and / or regulatory bodies or their agents.
- The Equal Opportunities policy is reviewed on a regular basis.

Responsibilities

All employees, members and candidates of Quidos have a responsibility for the successful operation of our Equal Opportunities policy.

They:

- Must not discriminate against others
- Must comply with measures and procedures developed by Quidos to ensure equal opportunities
- Should inform the management if they believe the equal opportunities policy is not being upheld.
- Should assist Quidos in the review and future development of this policy