

	Procedure Policy 051	
	Title : Equality & Diversity	
Owner: E. Hughes <i>E Hughes</i>	Issue Date: 10/01/2018	Revision: 6
Up-dated By: S Parker <i>S Parker</i>		

EQUALITY & DIVERSITY POLICY

This policy is consistent with Doosan Babcock's policy with regard to Equality and Diversity. It is designed to ensure that learners on Doosan Babcock's work-based learning programmes are protected from all forms of discrimination and are afforded equality of opportunity at all stages of their learning programme.

The Single Equality Act - October 2010, is the legislation used to inform this policy along with any other amendments which may come into force in the future. The Single Equality Act was introduced in order to simplify the law by bringing together several different pieces of legislation under one act. The Single Equality Act contains nine protected characteristics which are listed below:-

- age
- disability
- gender reassignment
- marriage and civil partnerships
- maternity or pregnancy
- race
- religion or belief
- sex
- sexual orientation

The above nine protected characteristics of the act are aimed to provide equal treatment in access to employment as well as private and public services.

Learners are also protected from discrimination if:

- they are associated with someone who has a protected characteristic, eg a family member or friend
- they have complained about discrimination or supported someone else's claim

Doosan Babcock is an employer committed to equality and diversity, which offers government-funded training. It aims to ensure that no job applicant, apprentice or employee receives less favourable treatment on the grounds of race, colour, disability, age, religion, ethnic or national origin, sex or marital status, nor is in any way disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Selection criteria and procedures are reviewed regularly to ensure that individuals are selected on the basis of their relevant merits and abilities. All employees and learners will be given equal opportunity and, where appropriate and possible, special training to enable them to progress both within and outside the company.

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Any organisation working with Doosan Babcock is expected to uphold this Equality and Diversity Policy. Where prejudice is thought to be present representatives of Doosan Babcock will ensure that prejudice is removed.

EQUALITY & DIVERSITY POLICY IN PRACTICE

Doosan Babcock aims to ensure that all work-placements, site managers, staff and sub-contractors are aware of their obligation to afford equal treatment to all apprentices and other learners on programmes operated by the company by issuing a policy statement to all relevant parties and by the following practices:-

1. Induction programmes include equality and diversity elements to ensure that employees/learners understand the procedure for complaints on discrimination, should the need arise.
2. Analysis of numbers in training is monitored. Breakdown of ethnicity etc. is an item for our SFA reviews and any trends or patterns are recorded therein.
3. A positive attempt to increase gender and ethnic mix is made through recruiting procedures, though it is recognised that our training is offered in an occupational area which is traditionally male-dominated.
4. Placements will not be used for work experience if any evidence of gender, disability or racial prejudice is shown, or if there is any evidence of inequality of training opportunities.
5. Apprentices and other learners are instructed to follow the grievance procedure where necessary.
6. Sub-contractors are expected to demonstrate active commitment to the company's policy.
7. Maintaining staff awareness in the area of equality and diversity.

Summary

Doosan Babcock is committed to a programme of action designed to make its Equality and Diversity Policy properly effective, and will ensure that the necessary monitoring, record keeping, training programmes and reviews are properly established and maintained within the administration of all government-funded training programmes.