



## **S511 - Equal Opportunities Policy**

### **Policy Statement**

Sanctus Limited is committed to the elimination of discrimination within the scope of its activities. Its equal opportunities policy aims to ensure that no member of staff, applicant or client receives less favourable treatment than any other on the grounds of gender, race, colour, nationality, ethnic origin, religion, age, marital status, sexuality, political belief, disability or irrelevant offending background.

Furthermore, no member of staff, work provider, or client should be disadvantaged by conditions or requirements, which cannot be justified.

### **Recruitment**

The company will ensure all applicants are not discriminated against on the basis of colour, age, religion, national or ethnic origin, gender, disability or sexual discrimination in its recruitment and appointment process.

Employment opportunities and training shall be open to individuals who meet the specified requirements and positions offered on merit. Recruitment staff will ensure that they are not using selection techniques, which are discriminatory against any particular group, and are aware of the equal opportunities policy of the company.

### **Staff Training & Development**

Training and opportunities will be available to all irrespective of gender, marital status, age, religion or physical factors. Each member of staff will receive the necessary training to ensure they can carry out the tasks asked of them adequately and safely. Opportunities are based purely on merit.

### **Work Providers Policy**

Contracts and work will be awarded to work providers / subcontractors / freelance assessors/trainers based on quality, service and price. No party wishing to offer services will be discriminated against by gender, race, colour, nationality, ethnic origin, religion, age, marital status, sexuality, political belief, disability or irrelevant offending background.

### **Disability & Communication**

The company will ensure that all projects are offered to ensure that the contractors and workers will not be disadvantaged by disability, learning difficulties or ethnic origin. Assessments and Limited will be offered by written or oral means. Measures will be taken to ensure that workers with physical disabilities can access the workplace.

### **Responsibility for implementation**

Sanctus Limited employees will be directed in the execution of the equal opportunities policy by the company Managing Director, Shaun Tolfree, who will assume responsibility for its implementation, and who together with other partners of the business fully support the policy and will ensure the means are available to enable adherence to it.



Reviewed & Signed, for and on behalf of  
**Sanctus Ltd:**

A handwritten signature in blue ink, appearing to read "Shaun", written in a cursive style.

Shaun Tolfree – *Managing Director*  
17/11/2019