



Equality Policy

- ❖ Shorcontrol Safety and its staff are committed to treating every interaction between its staff, learners, tutors, subcontractors, visitor and the public at large with fairness, dignity and respect regardless of their: gender, civil status, family status, sexual orientation, religious belief or lack thereof, disability, race, skin colour, ethnicity, national origin or membership of the Traveller community.
- ❖ All individuals are provided the equal access and the opportunity to fulfil their potential by being inclusive and supported throughout their interactions with Shorcontrol Safety.
- ❖ Those individuals who feel that they have been bullied or discriminated against in any way are encouraged to report such behaviour to a member of staff. Those individuals' concerns will be:
 - Handled confidentially
 - Investigated of which the outcome, determined by a member of upper management, will be made known to the individual
- ❖ The success of this policy will coincide with the recognition and active application of aspects found in the Employment Equality Act. 1998/2004/2015, National Disability Authority Act 1999 and Equal Status Act 2000/2008.
- ❖ All members of staff will be provided with training that will support the implementation of this policy.
- ❖ Further appropriate actions regarding the successful implementation of this policy will be identified and implemented on an ongoing basis.