

## Equality & Diversity Policy statement

Iconis Learning are committed to eliminating discrimination and encouraging diversity amongst our workforce and delegates. Our aim is that our workforce & delegates will be truly representative of all sections of society and each one feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all and not to discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex and sexual orientation. We oppose all forms of unlawful and unfair discrimination.

All associates and delegates will be treated fairly and with respect and all will be helped and encouraged to develop their full potential. The talents and resources of the whole team will be fully utilised to maximise the efficiency of our business.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff and participants are recognised and valued.
- Every associate and delegate is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our business practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by the Directors.
- The policy will be monitored and reviewed annually.