

Equal Opportunity Policy

KVET LLC is committed to the elimination of unfair discrimination and equality of opportunity in its provision of education, training and employment.

It is KVET LLC responsibility:

- To ensure that none of those covered by this policy receives less favourable treatment on the grounds of gender, marital status, age, responsibility for dependents, socio-economic status, race, colour, ethnic or national origin, language, political or religious conviction, disability, membership / non-membership of Trade Union, local geographic (rural or community) factors or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.
- To create an accessible organisation and extend opportunities in education, training and employment to those groups identified as under-represented in education and training.
- To recognise that working towards equality of opportunity is not additional or marginal to its activities, but central to the efficiency and development of the organisation, as an employer and as a provider of education and training.

Objective

To identify practices, procedures and customs in all areas of activity which may unfairly discriminate individuals, directly or indirectly, and replace them, as relevant, with practices and procedures which ensure equality of opportunity.

- To encourage greater diversity of services in order that they are available to supply local employment and community needs.
- To monitor policies and procedures that provide equality of opportunity to both learners and staff.
- To develop a marketing strategy, which addresses the needs of specific client groups, including ethnic minorities, women and people with special needs to extend participation, increase social inclusion and improve employability.
- To monitor enrolment procedures to ensure they extend access to learning.
- To provide adequate and effective support services and training for learners and center staff.
- To ensure bilingualism is taken into account when making assessment judgements, carrying out observations and delivering feedback etc.
- To establish grievance and disciplinary procedures to protect staff from discriminatory behaviour based on prejudiced attitudes and annually review these procedures. To ensure that these procedures exist for learners and staff alike.
- To provide a suitable environment for people with disabilities.

Implementation

This policy statement is available to all learners and staff and will be reviewed annually.

Staff development will be given to staff to ensure that this policy is implemented.

Equal Opportunities practices will be promoted through the generation, dissemination and monitoring of specific guidelines, action plans and codes of practice, which are regularly reviewed. Equal Opportunities will be an integral aspect of all center operations.

The Company will take positive steps to implement this policy, monitor, and evaluate its development. All KVET LLC staff, the partners, and learners have a mutual responsibility for implementing this equal opportunities policy.

COMPANY DIRECTOR

Orkhan Kamal

