



MKC Training Services Limited

Title	Equality, Diversity & Inclusion Policy Statement			Ref. No	POL03
Approved by	SLT	Date	24/01/23	Issue	13

General statement

Overall responsibility for Equality, Diversity & Inclusion (EDI) within MKC Training is vested in me by virtue of my appointment as Managing Director. The purpose of this statement is to confirm that MKC Training has a detailed EDI Policy which describes how we will meet and, if possible, exceed our obligations under equality legislation. The full version of the policy is available on the MKC Training SharePoint site.

The MKC Training EDI Policy forms an integral part of the wider Diversity and Inclusion Strategy and should be read together with this and other relevant MKC Training policies. Where aspects of EDI relate specifically to military trainees, these are addressed in accordance with Ministry of Defence policy.

Our commitment

Our Values of 'Investment in **'People'** and **'Collaboration'** recognise our commitment to:

- Trusting and supporting each other to provide a learning and working environment that promotes equality of opportunity and values all forms of diversity.
- Working as one team to treat staff, learners, visitors, job applicants, contractors and any other persons associated with the functions of MKC Training fairly and with respect.
- Respecting our differences and not treating any individuals less favourably on the grounds of race (including ethnic or national origin), gender, disability, age, sexual orientation, religion or belief, gender reassignment, marital or civil partnership status, pregnancy, maternity or paternity and socio-economic status.

Breach of the Policy

MKC Training takes any instance of a breach of our EDI Policy seriously, whether by staff, learners, or visitors. Any breach will be investigated and, if appropriate, will be considered under the relevant disciplinary procedure for staff or learners. With regard to any breach of the Policy by visitors, MKC Training will take appropriate action in relation to the nature of the incident.

Confidentiality and Monitoring

MKC Training will ensure that any equal opportunities monitoring data is used exclusively for monitoring purposes and that it is treated with confidentiality and sensitivity; it will safeguard any information disclosed voluntarily within the regulations set by Data Protection legislation.

Implementation and Review

Each member of the Senior Leadership Team (SLT), supported by Human Resources, has a responsibility to ensure that the EDI Policy and the overall promotion of inclusion are put into practice in the areas for which they have responsibility. This statement covers all sites on which the company carries out its activities, including remote learning / work activities. It will be reviewed annually and following any changes in legislation.

Mike Garrod – Managing Director

Date: 24/01/2023

Not controlled when printed

Reviewed by									
Date									