



Equal Opportunities

General

We recognise that discrimination is unacceptable. Equality of opportunity is a feature of our practices and procedures and we operate a formal equal opportunities policy. Breaches of the policy will lead to investigation and, if appropriate, disciplinary action.

The aim of the policy is to ensure that no employee or client or anyone else connected in any way with our business is discriminated against: either directly or indirectly on the grounds of race, colour, ethnic or national origin, religious belief, political opinion or affiliation, sex, marital status, sexual orientation, age or disability.

We maintain a neutral working environment in which no one feels threatened or intimidated.

Any contractor or external agency who are engaged on any duty on behalf of WMT, whether formally engaged or informally, whether under contract or any other forms of engagement not mentioned here must comply with this Policy and show a formal commitment to it. Contractors found not complying with this policy will have any contract cancelled without recourse to contractual recovery.

We will endeavour, through appropriate training, to ensure that managers making selection decisions will not discriminate, whether consciously or unconsciously, in making these decisions and that we adopt a consistent, non-discriminatory approach to the selection of Contractors.

Statement of policy

The aim of this policy is to communicate the commitment of Western Maritime Training to the promotion of equality of opportunity in Western Maritime Training. It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins).
- Disability
- Sexual orientation
- Age.

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for WMT or are trained by WMT will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination. We recognise that

the provision of equal opportunities in the workplace is not only good management practice, it also makes business sense. Our equal opportunities policy will help all those who work for us or are trained by us to develop their full potential and their talents and resources will be utilised fully to maximise their potential.

Equality commitments

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice.
- Complying with our own equal opportunities policy and associated policies.
- Taking lawful affirmative or positive action, where appropriate.
- Regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings.

Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of our equal opportunities policy will be reviewed regularly [at least annually if appropriate] and action taken as necessary.

Complaints

Employees or Clients who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed process. All complaints of discrimination will be dealt with seriously, promptly and confidentially as per our Complaints Procedure.