Equality, Diversity & Inclusion Policy

Gecko Programmes is committed to the principles of equality and diversity and opposes all forms of unlawful or unfair discrimination.

In accordance with the Equality Act of 2010, this policy seeks to promote equality and eliminate unlawful discrimination, harassment, or victimization on the grounds of:

- Age
- Gender reassignment
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

These characteristics are known as the 'protected characteristics'.

Gecko Programmes will:

- Provide a non-discriminatory high standard of service to all our employees, learners, employers and associates and operate within legislations, without compromise.

- Consult, develop, plan and deliver services that are accessible to all our employees, learners, employers and associates and with reasonable adjustment, be responsive to their needs and preferences.

- Use influence to promote equality through all the services and practices and ensure that all forms of harassment and discrimination are challenged within the workplace and in the learning environment.

- Make informed and fair decisions in relation to recruitment, promotion and training; these decisions are made in accordance with core competencies.

- Foster a culture where equality and human rights are valued and the skills and talents of our employees, learners, employers and associates are used appropriately to the benefit of our provision.

- Monitor and review all employees, learners, employers and associates and develop initiatives and nurture applications from the wider education and training community.

All employees, learners, employers and associates are made aware that it is an offence to breach Gecko Programmess' policy to discriminate, harass or victimise others, and those who do not subscribe to our beliefs in this respect will not be invited to work, study or partner with our organisation.

As part of their contract of employment, all employees are required to subscribe to Gecko Programmes's values in respect of equality and diversity. Regular training in equality and diversity is a contractual requirement and the implementation of the policy and its practices will be continually monitored by Gecko Programmes.

All learners will undertake equality and diversity training as part of their programme, relative to the duration of study.

Our commitment is to actively promote an environment in which everyone feels valued during recruitment, training courses or employment. We strive vigorously to ensure that the guidance given to individuals, partners and all service users will actively combat bigotry and discrimination.

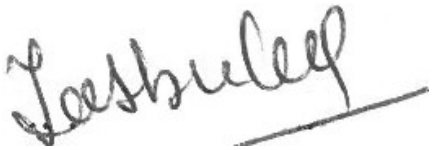
Gecko Programmes will comply with anti-discriminatory laws and ensure equality and diversity of opportunity in all educational, training and employment fields.

The Management will be responsible for implementing and monitoring the effectiveness of the policy and its application and it will be regularly monitored to ensure its effectiveness. No person will be adversely affected as the result of bringing a complaint of any unlawful or unfair harassment.

It is the duty and responsibility of all working on behalf of Gecko Programmes, in whatever capacity, to promote equality of opportunity within their own spheres of responsibility.

Anyone who feels that they have been treated unequally on any of the grounds listed above should make a complaint to the Managing Director of Gecko Programmes and the complaint will be dealt with, as a matter of urgency, under the companies' grievance procedure.

Declaration I will review and revise this policy as necessary and at regular intervals:



Signature of Jasbir Behal, Managing Director, Gecko Programmes Ltd

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