

Equality, diversity and inclusion policy

TPB-Group Ltd is committed to encouraging equality, diversity and inclusion among our trainees, and eliminating unlawful discrimination.

The aim is for our trainees to be truly representative of all sections of society and our customers, and for each person to feel respected and able to give their best.

The organisation - in providing services - is also committed against unlawful discrimination of customers or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our trainees
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes dealing with complaints and flexibility around training needs.

The organisation commits to:

- Encourage equality, diversity and inclusion in delivering training.
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all trainees are recognised and valued.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by trainees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Review training practices and procedures when necessary to ensure fairness, and also update this and the policy to take account of changes in the law.

The equality, diversity and inclusion policy is fully supported by the directors and trainers of TPB-Group Ltd.



Tom Beswick-Brown
1st January 2024