

## **NORTH WEST COMMUNITY SERVICES TRAINING LTD**

Our commitment to learners, employers and the Liverpool City Region. NWCS will strive to create a learning and working environment which:

- Celebrates differences and similarities alike and where this diverse experience makes a positive contribution to learning, teaching, support services, research, consultancy, administration, work and management practices.
- Aspires for all employees, apprentices, learners and clients to feel valued and respected, by their employer and by each other and are treated with dignity.
- Ensures every employee, apprentice and learner is assured a working and learning environment that promotes dignity and respect to all.
- Ensures that no form of intimidation, bullying (including cyber-bullying) or harassment will be tolerated or allowed
- Ensures that staff, apprentices, learners and visitors are safeguarded and protected from discrimination, abuse, neglect, extremism and or radicalisation
- Communicates and gains commitment on our Zero-tolerance from all staff, apprentices and learners
- Is responsive to training and employment opportunities
- Works proactively, in order that NWCS is representative of the diversity of clients and employees that the Liverpool City Region (Merseyside) offers
- Develops and maintains an ethos, which, makes the most of the skills and talents of all colleagues and clients to sustain a successful business
- Offers fair and open promotion, based on merit and ability, ensures a fair chance to everyone
- Offers opportunities for progression where staff and clients alike are encouraged to achieve highly and attain their full potential in society
- Deals effectively with breaches of our equality and diversity policy will be regarded as misconduct and could lead to disciplinary proceedings
- Maintains that this policy is fully supported by the Board of Directors and Senior Management
- Ensures that this policy will be monitored and reviewed annually