

EQUALITY AND DIVERSITY POLICY STATEMENT



A positive commitment to equality and diversity is undertaken by Mentor M.A. (Scotland) Limited. We embrace, promote, practice and monitor a policy of inclusion and equality of opportunity and we welcome course and staff applications from Black, Asian and all other ethnic minority individuals.

We operate a recruitment policy which does not discriminate on the grounds of either: ethnic or national origin, religion or religious belief, gender, sexual orientation, marital status, disability, offender background, political or philosophical opinion.

Mentor M.A. (Scotland) Limited shall not tolerate any sub-contractor or work experience provider who unlawfully discriminates when considering applicants and whilst engaging with workers.

Subcontractors, participating employers and work experience providers that fail to similarly practice a policy of equality and diversity will not be tolerated and any who are found to have discriminated unlawfully will be excluded from future participation in our training programmes.

Mentor M.A. (Scotland) Limited, itself, has no specific facilities for people with physical disabilities but we can adapt certain paperwork, learning resources and test environments to assist in overcoming certain learning disabilities, such as dyslexia. However, depending on the extent of a student's physical, sensory or learning disability, courses of vocational education and training are equally available provided that the student's disability or impairment will not realistically prevent the attainment of occupational competence and completion of the course. Special assessment arrangements can be made according to a student's particular disability provided that the arrangements give no unfair advantage over other students. Our Training Director can offer advice on access to courses for students with disabilities or impairments.

Helpful information for employers can be found at the following links:

A "how to guide" for recruiting a diverse workforce <https://www.bitc.org.uk/race/>

A Guide to Positive Action" <https://www.skillsdevelopmentscotland.co.uk/media/46021/a-guide-to-positive-action.pdf>

Scottish Living Wage <https://scottishlivingwage.org/>