

CRAFT Training

Equal Opportunity Policy



1. Objectives

To ensure that the talents and resources of students are utilised to the full and that no trainee receives less favourable treatment on the ground of his/her community background or is disadvantaged by conditions regarding requirements which cannot be shown to be relevant to performance.

2. Policy

To this end the company will:

- 2.1 fulfil its social responsibility towards its students and the community in which it operates;
- 2.2 comply with the legal obligation imposed by the Fair Employment (NI) Acts;
- 2.3 seek to give all trainees equal opportunity and encouragement by implementing an affirmative action programme, where appropriate;
- 2.4 distribute and publicise this policy statement throughout the company and elsewhere as is from time to time appropriate;
- 2.5 provide facilities for any student who believes that inequitable treatment has been applied to him/her within the scope of this policy to raise the matter through the appropriate grievance procedure;

3. Responsibilities

- 3.1 All students have a responsibility to accept their personal involvement in the practical application of this policy but specific responsibility falls upon directors, managers, supervisors and staff professionally involved in recruitment, employee administration and training.
- 3.2 All students are required to comply with the company's policy of not permitting the display of flags, emblems, posters, graffiti, or the circulation of materials, or the deliberate articulation of slogans or songs, which are likely to give offence to, or cause apprehension among, existing or potential students.

Seamus Nealis
Managing Director