



ORNAMENTAL AQUATIC TRADE ASSOCIATION LTD

"The voice of the ornamental fish industry"

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OATA Training Programme Policy Document – Equal Opportunities

Statement of Policy

OATA is committed to supporting and promoting equal opportunities and believes that all persons should have equal rights and opportunities for training and professional development and the way in which they receive such provision from OATA.

OATA expresses this commitment by continually engaging in development, promotion and maintaining policies which align to the principles of fairness and equality. Therefore, the objective of this policy is that no candidate should experience less favourable treatment, discrimination or lack of opportunity because they belong to a protected group as defined by the UK Equality Act 2010 e.g. gender, sex, race, colour, nationality, ethnic origin, disability, sexual orientation, age, religion or belief. Nor due to ex-offender status, nor a lack of formal qualifications or any other grounds which cannot be shown to be justifiable within the context of this policy.

As such, OATA is committed to promoting equal opportunities for everyone and this policy is available to anyone on request.

Conduct and general standards of behaviour

At all times, OATA will take active steps to promote good practice, with OATA staff expected to conduct themselves in a professional and courteous manner at all times. If any candidate considers that they have been subjected to unlawful discrimination, harassment or victimisation due to belonging to one of the protected groups as outlined above, the candidate has recourse to make a complaint to OATA. All complaints will be investigated in accordance with OATA's complaints procedure and the complainant will be informed of the outcome once investigations are concluded.

Equal Opportunities and Discrimination (Equality Act 2010)

Protected characteristics as defined under this Act are: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.