

1. Organisation positioning statement

Babcock is fully committed to the principles of equality of opportunity, diversity & inclusion for all its employees, partners and learners/apprentices. It is our aim to ensure that prospective and actual learners and our employees are treated inclusively, regardless of any differences so that they have an equal opportunity to fulfil their potential. We will continue to be a wholly inclusive organisation where differences are encouraged, respected and valued. We require all our employees, partners, learners and employers to comply with equalities legislation and actively promote equality, diversity & inclusion.

2. Policy aims

- To ensure equality of opportunity and outcome
- To promote an inclusive culture
- To embrace and demonstrate the British Values in England and Wales or Shared Values in Scotland of: Democracy; The Rule of Law; Individual Liberty; and Mutual Respect and Tolerance for those with different faiths and beliefs ourselves, in all that we do
- To secure freedom from discrimination irrespective of, but not limited to: culture, race, colour, nationality, religion or belief, ethnic or national origin, marriage and civil partnership, age, gender reassignment, sex and sexual orientation, transgender, disability, unrelated criminal convictions, marital or parental status and membership of trade union or political affiliations
- To ensure that no individuals or groups are denied access to services
- To promote diversity within a safe environment for all potential and current learners and employees, in both service delivery and employment practice
- To identify factors and barriers which may result in prospective or actual learners being disadvantaged either directly or indirectly
- To take measures to compensate for these factors and remove barriers
- To continue to tackle discrimination by providing an accessible curriculum and creating inclusive learning environments
- Through our legal responsibilities, in accordance with the Modern Slavery Act 2015, to be alert to risk however small, in our business, our customers' and in our supply chain and will report and address any concerns of slavery and/or human trafficking through our safeguarding process

