



Transcend Group Ltd

The Management Specialists

Going Beyond, Excelling, Exceeding Expectations

Equal Opportunities Charter

Transcend Group Ltd has written policies and policy statements for Equal Opportunities, Harassment and Grievance. It also has written procedures to ensure that these policies are implemented. This charter is designed to inform Learners and Employers of the main points that apply to them.

<p>Learners Transcend Group Ltd will provide for you irrespective of your race, colour, religion, sex, marital status or disability, the following:</p> <ul style="list-style-type: none"> • <i>A place on a learning programme which best matches your abilities, potential and aspirations within the realities of the local labour market.</i> • <i>Employment and/or work experience with an employer who shares our commitment to equality of opportunity.</i> • <i>Personal and career development that is based on your abilities to learn and perform the tasks needed in the industry.</i> • <i>A safe learning environment where you are free from harassment.</i> • <i>Access to complaint and/or grievance procedures and support in using them.</i> • <i>Regular reviews of your progress and welfare.</i> • <i>Opportunities for you to comment on your level of satisfaction with your learning and for your comments to be followed up where appropriate.</i> • <i>Learning in equal opportunities awareness.</i> <p>Transcend Group Ltd expect the following from you:</p> <ul style="list-style-type: none"> • <i>Compliance with Transcend Group Ltd's agreed rules and regulations</i> • <i>Honesty</i> • <i>Compliance with Transcend Group Ltd and placement company policies including Equal Opportunities and Harassment.</i> • <i>Not to harass or discriminate against other people, including fellow learners and work colleagues irrespective of race, colour, religion, gender, marital status or disability.</i> 	<p>Employers Transcend Group Ltd will provide irrespective of race, colour, religion, sex, marital status or disability, the following:</p> <ul style="list-style-type: none"> • <i>Learning and assessment towards nationally recognised qualifications</i> • <i>Access to other learning services</i> • <i>Recruitment of learners and/or employers on your behalf</i> • <i>Access to complaint and/or grievance procedures and support in using them.</i> • <i>Involvement in regular reviews or learner progress.</i> • <i>Opportunities to comment on your level of satisfaction with the learning programme(s) involved.</i> <p>Transcend Group Ltd will expect your acceptance and application of the principles of equality of opportunity as outlined in the Transcend Group Ltd Equal Opportunities and Harassment Policies, in particular:</p> <ul style="list-style-type: none"> • <i>Equal access to and treatment of all learners and employees irrespective of race, colour, religion, gender, marital status or disability especially in matters of recruitment and career progression.</i> • <i>To provide a safe environment and working conditions for learners and employees where they are free from harassment.</i> • <i>To take action where incidents that may constitute harassment occur and to inform Transcend Group Ltd where these involve learners.</i> • <i>To ensure the delivery of learning and assessment is carried out in a manner that promotes equality of opportunity.</i>
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