**Equality and Diversity Policy**

* Purpose

The purpose of this Equality and Diversity Policy is to foster an inclusive and respectful environment at My Detectives. This policy outlines our commitment to promoting equality, diversity, and inclusion in all aspects of our operations, including recruitment, training, course delivery, and client interactions. We strive to create a workplace and training environment where all individuals are treated with dignity and respect, regardless of their age, disability, gender, race, religion, sexual orientation, or any other characteristic protected by law.

* Commitment

2.1. is committed to complying with all relevant equality and diversity legislation in the UK, including but not limited to the Equality Act 2010.

2.2. We are dedicated to promoting a culture that values diversity, embraces inclusion, and celebrates the unique contributions of each individual.

* Recruitment and Employment

3.1. will ensure that our recruitment processes are fair and transparent, promoting equal opportunities for all candidates.

3.2. We will not discriminate against applicants based on their age, disability, gender, gender identity, marital status, race, religion, sexual orientation, or any other characteristic protected by law.

3.3. Decisions regarding recruitment, promotion, training opportunities, and other employment-related matters will be based solely on merit and relevant qualifications.

* Training and Course Delivery

4.1. Our training courses shall be designed and delivered in a manner that is inclusive and accessible to all participants.

4.2. We will make reasonable adjustments to accommodate the needs of individuals with disabilities or specific requirements to ensure they can fully participate in our training programs.

4.3. The content of our courses will be free from any discriminatory or offensive language, and it will promote respect for diversity and inclusion.

* Prevention of Harassment and Discrimination

5.1. Harassment, discrimination, or any form of bullying based on protected characteristics will not be tolerated at .

5.2. Employees, trainers, and participants shall be treated with respect, and any incidents of harassment or discrimination will be promptly addressed and appropriately dealt with.

* Client Interactions

6.1. In our interactions with clients, we will uphold the principles of equality and diversity and ensure that all clients are treated fairly and respectfully.

6.2. We will provide our services in a way that takes into account the diverse needs and requirements of our clients.

* Monitoring and Reporting

7.1. will regularly review and monitor the implementation of this Equality and Diversity Policy to assess its effectiveness and identify areas for improvement.

7.2. Employees, trainers, and participants are encouraged to report any concerns related to discrimination, harassment, or inequality promptly to their line manager or an appropriate authority within the company.

* Training and Awareness

8.1. will provide training and awareness programs for employees and trainers to ensure they understand the importance of equality and diversity and are aware of their responsibilities in upholding this policy.

* Policy Review

9.1. This Equality and Diversity Policy will be reviewed periodically to ensure its relevance and compliance with current legislation.

* Compliance

10.1. All employees and trainers involved in operations are required to comply with this Equality and Diversity Policy.

At My Detectives, we believe that fostering a diverse and inclusive environment is not only the right thing to do but also essential for creating a strong and effective workforce and delivering high-quality training services. By upholding this policy, we are committed to promoting equality and diversity in every aspect of our business.

Print Name: WAQAR RAZA

Signed: 

Date: 08/08/2023