

WeTrack - Equality and Diversity Policy

WeTrack Ltd is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. We wholly pledge to promote diversity and eliminate discrimination in the workplace. Our aim is to ensure that all employees, job applicants and any external visitors are given equal opportunity and treatment and that our organisation is representative of all sections of society. Each employee will be respected, valued and able to give their best.

This policy reinforces our commitment to providing equality and fairness to all in our employment. We will not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.

We defiantly oppose all forms of unlawful and unfair discrimination. All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When selecting candidates for employment, promotion, training, or any other benefit, it will be solely on the basis of their aptitude and ability. All employees will be given help and encouragement to develop their full potential and utilise their talent. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our entire company.

WeTrack pledges:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff.
- To promote equality in the workplace.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review our employment practices and procedures so that fairness is maintained at all times.

WeTrack will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding agencies, stakeholders, customers, learners, and job applicants.

This WeTrack equality and diversity policy is fully supported by the Directors and has been agreed with employees. Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.