



## Equal Opportunities Statement

The Cardiff Consultancy Services is an Equal Opportunities employer. As such, we support the principle of equal opportunities for all individuals in both employment and training situations. In practice, this means that all Cardiff Consultancy Services staff and trainees alike are expected to demonstrate the spirit of relevant legislation, not merely abide by the law.

Cardiff Consultancy Services takes positive steps to ensure that individuals are treated fairly. It promotes equality of opportunity regardless of colour, ethnic, or national origin, religious beliefs, gender, domestic circumstances, age, disability learning difficulties, criminal or civil convictions (in so far as these do not reflect on the individual's particular employment situation).

Staff and trainees alike have a duty to point out any instances in which they feel that individuals are being unfairly disadvantaged, harassed, or in any way made to feel uncomfortable because of the above factors.

Candidate achievement is monitored on the basis of gender, age and stated disability across all vocational routes. Cardiff Consultancy Services undertake to actively promote recruitment in vocational areas where particular groups are under-represented.