



Equal Opportunities Statement

1. Policy

1. The Academy of Oriental Cuisine Ltd. (AOC) is committed to equality of opportunity in all aspects of its business relationships. To this end, the AOC acknowledges the following basic rights of all those with whom it interacts, its staff, suppliers, students and members:

1. to be treated with respect and dignity;
2. to be treated fairly with regard to all procedures, assessments and choices;
3. to receive encouragement to reach their full potential.

The AOC further acknowledges that these rights carry with them responsibilities; it consequently expects all staff, students and members to recognise these rights and act accordingly.

2. The underlying principle of the AOC's Equal opportunities statement is to ensure that no group or individual receives more or less favourable treatment. The AOC will therefore seek to ensure that all are treated solely on the basis of merit, ability and potential, regardless of gender, colour, ethnic or national origin, race, disability, age, sexual orientation, socio-economic background, religious or political beliefs, family circumstances or other irrelevant distinction.

3. Through its Equal opportunities statement, the AOC will, as far as possible, seek to:

1. identify and eliminate unfair and discriminatory practices wherever they occur in the services and products which it offers;
 2. remove inappropriate barriers to entry and achievement, thus enabling a wider variety of people to benefit from the opportunities which it offers.
4. All qualifications, products and services offered by the AOC, legal or contractual requirements permitting, will be:
1. available to all those who are able to achieve the required standard, and free from barriers which restrict access and progression;
 2. free from overt or covert discriminatory practices, and due regard will be paid to any special learning/assessment needs of individuals;
 3. free from inappropriate content, language and images;
 4. free from age or other restrictions;
 5. consistent with the AOC's values.

2. Responsibility

1. To ensure the effective implementation of the Equal opportunities statement, the AOC will allocate the responsibility for the monitoring of the implementation of the Equal opportunities statement across-AOC departments.
2. However, each manager in the AOC is responsible for the effective implementation of the Equal opportunities statement and its associated procedures, and for monitoring equal opportunities in his/her area of responsibility.
3. Notwithstanding the above responsibilities, each individual AOC staff member is accountable for his/her behaviour and for following the procedures associated with Equal Opportunities.

3. Communication

1. To support staff in fulfilling their obligations the AOC will ensure that its Equal opportunities statement is known to all employees and is available in the public domain.

2. The AOC will expect external bodies/agencies with whom it does business to embody the same Equal opportunities values in their treatment of AOC staff, suppliers, students and members - and will communicate this expectation.

4. Monitoring and Review

1. The AOC will regularly monitor and review the application of its Equal opportunities policy and the implementation of associated procedures and from the information gained will analyse potential barriers or areas where positive action may be required.
2. The AOC will ensure that any action taken to comply with this statement does not invalidate any AOC award.
3. This statement has been developed to comply with legislation.