

SELECT ENGLISH POLICY DOCUMENT

Reviewed: May 2025

Next review: April 2026

Select English is an equal opportunities company, and we oppose all forms of discrimination. It is our policy that there should be no discrimination or harassment of any student, member of staff, job applicant or client – either directly or indirectly on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

All employees and job applicants must be treated equally and given the same set of opportunities regardless of their personal characteristics.

It is the responsibility of everyone attending a course or employed by Select English to foster a harmonious environment that offers fairness, tolerance, respect and equal opportunities for all.

The Company recognises its legal obligations under the Race Relations Act 1976, the Equal Pay Act 1970, the Sex Discrimination Acts 1975, 1986 and 1999, the Disability Discrimination Act 1999, the Rehabilitation of Offenders Act 1974, the Human Rights Act October 2000, and the Employment Equality (Age) Regulations 2006.

Breaches of the Company's equal opportunities policy and procedures and any unfair or unlawful discrimination will not be tolerated and will be dealt with under the Company's disciplinary procedures. In serious cases, this could lead to dismissal of the relevant individual.