

## Trainees Equal Opportunities Policy

VERSION	EXPIRY DATE	REVIEWED BY
1	June 14, 2027	Hasan Ahmed

Al Mashreq Training is committed to providing equal opportunities for all trainees and learners. We aim to ensure that every trainee is treated fairly, respectfully, and without discrimination throughout their learning journey.

We welcome learners regardless of gender, nationality, race, religion, age, disability, marital status, or any other personal characteristic. Our training, assessment, and certification processes are designed to be fair, inclusive, and accessible to all eligible candidates.

Al Mashreq Training promotes a safe and respectful learning environment and does not tolerate discrimination, harassment, bullying, victimisation, or unfair treatment. This applies to all classroom, virtual, workshop, and practical training activities.

Where reasonably practicable, we will support trainees with specific learning needs or special requirements. This may include reasonable adjustments such as additional learning support, accessible facilities, or approved assessment arrangements, subject to awarding body requirements.

Trainees who believe they have experienced unfair treatment, discrimination, harassment, or inequality are encouraged to report the matter to their trainer, assessor, student support officer, quality assurance department, or management representative. All complaints will be handled confidentially, fairly, and promptly.

Al Mashreq Training regularly monitors this policy through trainee feedback, internal audits, complaint reviews, awarding body requirements, and management review meetings to ensure continuous improvement.

This policy is based on Equal Opportunities Procedure **SOP 18** which can be requested from Al Mashreq Training: [info@almashreqbh.com](mailto:info@almashreqbh.com).