

Title:

TCS Equality, Diversity and Inclusivity Policy

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Equality

Equality is about ensuring that everyone has the same opportunities, and no-one is treated differently or discriminated against because of their personal characteristics. These are known as 'protected characteristics' under the Equality Act 2010. The nine protected characteristics are:

- age
- disability
- gender reassignment
- marital or civil partnership status
- pregnancy and maternity
- race (including colour, nationality and ethnic or national origins)
- religion or belief (including lack of belief)
- sex
- sexual orientation

Diversity

Diversity is about recognising, valuing and taking account of people's different backgrounds, knowledge, skills, and experiences.

Inclusion

Inclusion is where these differences between people and groups are seen as a benefit, and where people feel comfortable to share their perspectives and differences, knowing that their opinions and ideas are valued.

Our company is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected. We recognise that the broad range of experiences that a diverse community brings, strengthens our business, and that for TCS to grow and excel in our operations we must continue to provide a diverse, inclusive, fair and open environment that allows everyone to grow and flourish.

Signed



Michael Sloan; Managing Director