

Equality & Diversity Policy

Challenge Manager are committed to providing equality of opportunity and treatment for all clients in receipt of HR services provided by our consultants, and all delegates attending an event or training programme co-ordinated, facilitated or run by ourselves, or any of our associates.

Equal opportunities will be promoted regardless of sex, sexual orientation, race, colour, national or ethnic origin, religious belief, marital status, disability, and age.

It is our policy to offer our clients unconditional positive regard. We value all people as individuals with equal rights and responsibilities, who are therefore, entitled to be treated with respect and dignity.

We aim to provide HR support that is culturally sensitive and takes into account the individual needs and circumstances of employees and managers. If a client organisation is aware of any specific requirements that may impact on the HR support provided, whilst realising the need to maintain confidentiality, we expect to be informed so that we can respond and advice appropriately.

We aim to ensure that our development activities reflect the diverse nature of a client organisation's employees and / or place in the local community, and that these activities are appropriate, relevant and achievable by any individual who is attending.

We expect a client organisation to inform us of any delegate's special needs so that we can adjust our methodology to accommodate these. Where required, we will co-ordinate directly with the individual delegate to ensure that we can provide additional support or make suitable adjustments to meet their needs.

We monitor all of our training exercises and activities to ensure that they will not cause discomfort, embarrassment or offence. If a client organisation is aware of any specific matters that are sensitive to a group or an individual, whilst realising the need to maintain confidentiality, we expect to be informed so that we can respond appropriately.

We will not tolerate abuse or harassment of any delegate by any other individual attending an event or training programme co-ordinated, facilitated or run by Challenge Manager or any of our associates. In the event that such a situation occurs, we will take immediate action to stop the incident and report the matter to our contact within the client organisation.

If any client has cause to complain about the conduct of any of the Challenge Manager team, or one of our associates, they should raise the matter with Challenge Manager, and inform their own HR Manager so that the matter can be resolved quickly and to the satisfaction of all parties.

Excellence for People in Business