



Disability Statement

Avanta Enterprise Ltd (The Company), working through its subsidiary companies, TNG Ltd and InBiz Ltd is one of the UK's leading enterprise and employment-focused training companies. It delivers a comprehensive range of self employment, business support, jobsearch, work experience, vocational training, mentoring and consultancy funded by individuals, organisations and government agencies.

Commitment

Avanta is committed to responding flexibly to ensure that a disability, learning difficulty or health problem do not prevent equal consideration for a job or training opportunity and that applications from suitable, disabled people are welcomed.

Scope

Avanta's Disability Statement, in line with the Equal Opportunities Policy, applies to all Avanta stakeholders i.e. learners, clients, staff, potential staff, associates, employers, partners, subcontractors, suppliers and those placed on activities with partner organizations and placement hosts.

Aims

Avanta strives to remove, wherever possible, any barriers, which could place people with disabilities at a disadvantage. In order to achieve this aim, we maintain contacts with professional and voluntary organizations with interests in both the occupational and educational opportunities for people with disabilities. We respect that every individual has separate, distinctive requirements. We consult with people with disabilities to identify and address their needs and, based on an assessment of those needs, we seek to ensure that their working or learning environment is as conducive as possible.

Dissemination

The provisions of Avanta's Disability Statement are made known to all learners, clients, staff and associates through induction processes. It is made known to and the commitment of employers, partners, subcontractors and suppliers obtained, through the initial processes which involve them in our activities. This statement is displayed in all Avanta offices, on our Intranet and website.

Review

Avanta's Disability Statement is reviewed annually and its provisions monitored by the Board of Directors and by our Equal Opportunities Review Group. The review process includes consultation with and feedback from learners, clients, staff and other stakeholders to determine the impact of the policy and any action required.

Responsibility

Overall responsibility for this policy rests with the Board of Directors and is delegated to the CEO and to Avanta's Group HR Director. Any queries, comments or suggestions relating to this policy should be directed to the Group HR Director.

Signed by: _____

J. H. Faherty

Date: 1st July 2007

Janette Faherty, Chief Executive

This document is available in large print



Avanta incorporating:

TNG  InBiz