

Equal Opportunities Policy

The Company's Aims

The company shall work to remove any barriers, which may deter people of the highest ability applying for employment with the company.

The company aims to provide an inclusive environment which values diversity and maintains a working and social environment in which the rights and dignity of all its staff are respected to assist them in reaching their full potential.

The Company's Commitment

No prospective or actual member of staff shall be treated less favourably than any other, whether before, during or after their employment at the company on one or more of the following grounds, except when such treatment is within the law and determined by lawful requirements: age, colour, disability, ethnic origin, marital status, nationality, national origin, parental status, race, religion or belief, gender, sexual orientation, or length or type of contract (e.g. part-time or fixed-term).

With regard to staff, this policy applies to (but is not limited to) advertising of jobs and recruitment and selection, to training and development, to opportunities for promotion, to conditions of service, benefits, facilities and pay, to safety and health, to conduct at work to grievance and disciplinary procedures and to termination of employment.

In order to realise its commitment, the company shall :

- promote the aims of this policy.
- be proactive in eliminating discrimination, including harassment and bullying, through training and the production and dissemination of codes of practice and guidance.
- have regard to its obligations under relevant legislation, including the requirement to carry out impact assessments in certain areas, and for its policies, codes of practices and guidance to mirror the same and be changed as and when to meet the demands of new legislation.
- whilst acknowledging that they are not legally binding, have regard to any Code of practice issued or adopted by the Commission for Equality and Human Rights.
- make this policy available to all staff and,
- regularly review the terms of this policy and all associated codes of practice and guidance.

Responsibilities

It is the responsibility of the Company Directors to provide mechanisms through which this policy can be delivered and also work in partnership with both their colleges and staff to agree a fair and equal division of responsibility under current and future equality legislation.

Complaints

The Company takes seriously any breach of this policy. Disregard of this policy shall result in disciplinary action up to and including dismissal. The Company encourages any prospective or current member of staff who has a complaint concerning a breach of this policy to bring such a complaint to the Managing Director.

Martin Pearson
Managing Director
17.1.07