

## Equality and Diversity Policy Statement

- 1) In addition to fulfilling our statutory responsibility to promote equality of opportunity in all our activities, we are committed to developing an organisational culture which values people from all sections of the community and the contribution each individual can make to our work.
- 2) The aim of this policy is to support these commitments by providing a framework for continuous improvement. It covers the procedures and systems established to measure and monitor our performance, both in eliminating discrimination and in implementing good practice.
- 3) This policy replaces the previous Equal Opportunity Policy document which was last revised in October 2011. Since then, we have made considerable progress in developing initiatives and raising the profile of equal opportunities and diversity in the company.
- 4) We recognise our responsibility and moral obligation to respond to the wide social diversity in contemporary society and to reflect this in our organisation's cultural environment and operational structure. We must ensure that our policies and practice achieve this.
- 5) The content of our previous policy was defined mainly by the scope of Equal Opportunities legislation. This new policy is a result of a growth in staffing levels and a recognition that we need to make more comprehensive provisions while building on our previous experience.

### **AN OVERVIEW:**

- a) In the provision of services and employment of staff to provide these services, the company will seek to ensure equality of opportunity and treatment for all persons.
- b) No person or group of persons applying for a position, or for a contract with the company, will be treated less favourably than any other person or group of persons because of their race, colour, ethnic or national origin or because of their marital status, religion, sex, sexual orientation, physical disability or appearance.

- c) Where necessary, the company will provide employees with special training facilities to enable them to compete or qualify for staff positions.
- d) To help fulfil its commitment to equal opportunity, the company will regularly review its recruitment, promotion and training practices.
- e) In the composition and operation of its management, the company will be mindful of its commitment to equal opportunity.
- f) The company recognises its obligations to comply with the terms of the following legislation and statutory codes of practice:
  - Equality Act 2010
  - Ageism 2006
  - Race Relations Act 1976
  - Race Relations Amendment Act 2000
  - Sex Discrimination Act 1975 and 1986 – extended 1999
  - Disability Discrimination Act 1995
  - Equal Pay Act 1970 (amendment 1984 and 2004)
  - Human Rights Act 1998
  - Rehabilitation of Offenders Act 1974
  - Code of practice - For the elimination of racial discrimination and the promotion of equal opportunity in employment 1984.

Our full equal opportunities policy and procedures are available upon request.



**Signed:**

**David A Fowler**

**Managing Director**

**25 January 2012**