

EQUAL OPPORTUNITIES STATEMENT

AIM

The aim of this statement is to set out the Organisation's stance in relation to Equal Opportunities, this statement and its principles apply to all applicants, employees, contractors, suppliers and other individuals who carry out work or provide services and goods to the Organisation.

PRINCIPLES

- The Organisation as an employer has a policy of promoting equal opportunities for everyone.
- All employees must ensure their familiarity with this statement.
- The Organisation will not tolerate discrimination, should an individual feel that he/she has suffered from harassment or bullying he/she must raise this with his/her manager immediately. Where an employee wishes to raise the issue formally, the grievance procedure should be used.

STATEMENT

The Organisation will:

- provide and promote equal opportunities, regardless of an individual's race, colour, ethnic or national origin, religion or belief, age, disability, gender reassignment, sex, sexual orientation, marital or civil partnership status, pregnancy or maternity leave, trade union membership or non membership;
- take into account good practice in equal opportunities when developing or updating Organisation practices, policies and procedures;
- apply best practice and ensure that any selection criteria used in its recruitment processes will make sure that individuals are selected, promoted and treated on the basis of their relevant skills, merits and attributes;

- ensure that employees are not treated less favourably when they are offered any training or development opportunities, and that any such opportunities are relevant to the business and individual's requirements.

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