

Equal Opportunities Statement

The company is an equal opportunities employer and will therefore promote equality of opportunity in the recruitment, promotion, appraisal, training, and development of its staff and otherwise treat them on the basis of their relative merits and abilities. The law requires that no job applicant; member of staff or customer will receive less favourable treatment on the grounds of race, colour, nationality, ethnic or national origins, sex, marital status or age. Where the law does not prescribe, every effort will be made to avoid discrimination on the grounds of disability, religion, political belief, socio-economic background, parental status, age (subject to normal retirement conventions) and sexual orientation.

Equal Opportunity Policy

1. We are an equal opportunity employer and follow the recommendations of the Race Relations Code of Practice. We will not tolerate racial discrimination and aim to ensure that no job applicant, employee, trainee or customer is treated unfairly on the grounds of their race, colour, nationality, ethnic origin, gender, disability, sexual orientation, age or religion; having regard to the individual's aptitudes and abilities and the requirements of the job.
2. We will take disciplinary action where there is evidence of racial discrimination, abuse or harassment.
3. We will appoint a senior manager, David Brough, Director, to be responsible for implementing equality of opportunity policies.
4. We will communicate clearly to all staff the equal opportunities statement, the relevant disciplinary and grievance procedures and the name and role of the senior manager responsible.
5. We will monitor all allegations, which include a racial element, to double-check that they have been responded to adequately and fairly and according to policy.
6. We will monitor recruitment; work allocation, discipline and dismissal procedures to identify any racially uneven statistical patterns that require further investigation.
7. We will ensure all managers and staff are aware of their responsibilities under the Race Relations Act 1976, Disability Discrimination Act 1995 and the company's Equal Opportunities Policy.