

Policy Statement

EQUAL OPPORTUNITIES

The aim of this policy is to encourage harmony and respect amongst individuals, so as to promote good working practices to maximise performance. We are committed to applying this policy throughout all areas of employment, recruitment and selection, training, development and promotion. In all situations people will be judged solely on merit or ability.

We pursue this commitment by:

- Employing amazing people from diverse backgrounds irrespective of their sex, age, marital status, disability, sexual orientation, gender reassignment, race, colour, religion ethnic or national origin
- Creating an environment free from discrimination, harassment, or victimisation on the grounds of sex, age, marital status or civil partnership, disability, sexual orientation, gender reassignment, race, colour, belief, religion, ethnic or national origin, pregnancy, employment status or membership or non-membership of a trade union
- Recognising our legal obligation including those under the Race Relations Act, Sex Discrimination Act, the Equal Pay Act, the Disability Act and legislation pertaining to part time workers
- Undertaking a periodic review of procedures to maintain a system where our employees are selected, promoted, and treated solely on the basis of their merits and abilities
- Not tolerating acts which breach this policy; Any breaches of this policy and all instances of such behaviour or alleged behaviour will be taken seriously, and fully investigated and may be subject to the company disciplinary procedures
- Ensuring all our employees make a personal commitment to maintaining this policy and that all line managers and relevant decision makers understand the company policy and their position in law (appropriate training and guidance will be made available).

If any employee believes they have been unfairly treated in any way associated with this policy, they should raise this matter through the company grievance procedure.

This policy statement may be amended from time to time to reflect the changes in law and best practice. It is non-contractual.

Welcome to our world, a place where we employ amazing individuals from all races, genders, sexual orientations and religions.

We have a culture where employees can feel appreciated and valued in a work environment which is free from unlawful or unfair discrimination and which values diversity.

The heart of our policy ensures that we treat each other fairly and with dignity and respect, so that we all free to do something amazing for the company and for ourselves.



Paul Evans
Chief Executive Officer