

	Policy No.:	HSP41
	Issue No.:	3
HEALTH & SAFETY POLICIES & PROCEDURES		
Title:	Equal Opportunities	Date: 20/06/2023

The company is an equal opportunity employer.

The Company is committed to providing a working environment in which employees can realise their full potential and to contribute to its business success irrespective of their gender, race, disability, sexual orientation, marital status, part time status, age, religion or belief. This is a key employment value to which all employees are expected to give their support.

In order to create conditions in which this goal can be realised, the Company is committed to identifying and eliminating unlawful discriminatory practices, procedures and attitudes throughout the Company. The Company expects employees to support this commitment and to assist in its realisation in all possible ways.

Specifically, the Company aims to ensure that no employee or candidate is subject to unlawful discrimination, either directly or indirectly, on the grounds of gender, race (including colour, nationality or ethnic origin), disability, sexual orientation, marital status, part time status, age, religion or belief.

This commitment applies to all aspects of employment, including:

- Recruitment and selection, including advertisements, job descriptions, interview and selection procedures;
- Training;
- Promotion and career development opportunities;
- Terms and conditions of employment, and access to employment related benefits and facilities;
- Grievance handling and the application of disciplinary procedures; and
- Selection for redundancy.

Equal opportunities practice is developing constantly as social attitudes and legislation change. The Company will keep its policies under review and will implement changes where these could improve equality of opportunity. This commitment applies to all the Company's employment policies and procedures, not just those specifically connected with equal opportunities.

Harassment

Harassment is physical, verbal, or non-verbal behaviour which is unwanted and personally offensive to the recipient, and which causes the recipient to feel threatened, humiliated, intimidated, patronised, denigrated, bullied, distressed, or harassed.

This must be formally reported so that the company are aware and are then able to investigate and act on this information.

Monitoring

The Company will not tolerate unlawful discrimination or harassment of any kind in the working environment and will take positive action to prevent its occurrence.

In this connection the Company will monitor its policies and will implement changes in order to improve them as social attitudes and legislation change. This commitment applies to all the Company's employment policies and procedures, not just those specifically concerned with equal opportunities.

Issue No.	3	Compiled By	I Chapman
Date	20/06/2023	Approved By	<i>Toherina Gregory</i>

Reviewed on:	Reviewed by	Next review due	Comments
15/01/2021	Ian Chapman	15/01/2022	Information still current and relevant
20/06/2023	Ian Chapman	20/06/2023	Additional statement added to Harassment section
16/12/2024	Ian Chapman	16/12/2025	Information still current and relevant