

Equal Opportunity 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 or marital status. Where the law does not prescribe, every effort will be made to avoid discrimination on grounds of disability, religion, political belief, socio-economic background, parental status, age (subject to normal retirement conventions) and sexual orientation.

On 1 October 2007 the three equality commissions merged into the new Equality and Human Rights Commission:

Commission for Racial Equality (CRE)
Disability Rights Commission (DRC)
Equal Opportunities Commission (EOC)

Equal Opportunity Policy

1. We are an equal opportunity employer and follow the recommendations of the Equality and Human Rights Commission, we do not tolerate any 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 regards to the individual's aptitudes and abilities and the requirements of the job.
2. We will take disciplinary action where there is evidence of discrimination, abuse or harassment.
3. We have appointed a 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 discriminating 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 discriminating or uneven statistical patterns that require further investigation.
7. We will ensure all managers and staff are aware of their responsibilities under the following:
 - Equal Pay Act 1970
 - Sex Discrimination Act 1975
 - The Race Relations Act 1976
 - [Disability Discrimination Act 1995](#)
 - [Race Relations \(Amendment\) Act 2000](#)
 - [Employment Equality \(Sexual Orientation\) Regulations 2003](#)
 - [Employment Equality \(Religion or Belief\) Regulations 2003](#)