
Equal Opportunities
Policy

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It is the Company's policy to provide equal opportunities in employment irrespective of sex, age, marital status, disability, sexuality, race, colour, and religion, ethnic, or national origin. The Company aims to treat all employees, clients, and other members of the public with whom the Company comes into contact with respect and dignity.

The Company seeks to employ a workforce that reflects the diverse community at large because it values the individual contribution of people irrespective of sex, age, marital status, disability, sexuality, race, colour, ethnic or national origin.

The Company recognises its legal obligations under the Race Relations, Sex Discrimination, Equal Pay and Disability Discrimination Acts and will treat employees, clients and members of the public with whom it comes into contact in a manner which is consistent with the spirit of these Acts.

Application of the Policy:

This policy applies to all the Company's employees, irrespective of seniority and to all applicants for employment with the Company.

If this policy of Equal Opportunities is not applied, valuable talent and potential may be wasted. Discrimination, harassment, and victimisation are not only illegal but also affect morale and can bring out a climate of insecurity and poor work performance. It is therefore vital that you understand your responsibilities.

The Company takes Equal Opportunities very seriously and the Company will not tolerate acts which breach this policy. It is your responsibility to ensure your conduct conforms to the expected standards and reflects this policy. Wilful failure to apply the policy or evidence of discrimination, harassment or victimisation may result in disciplinary action being taken against you and in serious cases, dismissal.

If you feel that the Policy has not been applied in your case you are encouraged to discuss the matter informally in the first instance with your manager. You are of course entitled to raise a formal complaint at any time and in such circumstances you are asked to use the Company's Grievance Procedure.