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Equal Opportunities Policy

Principles

This company wholeheartedly supports the principle of equal opportunities in employment. We aim to encourage, value and manage diversity and we recognise that talent and potential are distributed across the population. Not only are there moral and social reasons for promoting equality of opportunity, it is in the best interest of this company to recruit and develop the best people for our jobs from as wide and diverse a pool of talent as possible. That diversity adds value.

This company recognises that many people in our society experience discrimination. Discrimination is acting unfairly against a group or individual through for example, exclusion, verbal comment, denigration, harassment, victimisation, a failure to appreciate needs or the assumption of such needs without consultation.

Discrimination can be direct or indirect (where there is a requirement or condition on all, but which has an adverse impact on a particular group and cannot be justified.)

All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. Employees have a duty to co-operate with this company to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination. Employees should draw the attention of senior management to suspected discriminatory acts or practices or cases of bullying or harassment.

Statement of Intent

This company aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential.

We aim to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to our organisations performance and to develop an organisational culture that positively values diversity.

We are committed wherever practicable, to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

Every possible step will be taken to ensure that individuals are treated fairly in all aspects of their employment with this company.

Our aim is that the workforce will be truly representative of all sections of society. Selection for employment or promotion or any other benefit will be on the basis of merit and ability only. Selection for training will be on the basis of job requirement only. Intimidation, harassment and bullying will not be tolerated and may lead to disciplinary action.

This company will challenge discrimination in its own policies. It aims to provide equality and fairness for all job applicants, employees whether part-time, full –time, fixed term or temporary, marital status, race, ethnic origin, colour, nationality, national origin, religion or belief, disability, sexual orientation, gender reassignment or age.

Implementation

It is the responsibility of the Directors to implement, monitor and develop the policy where necessary. Monitoring and review will take place annually.

Each employee is responsible for their own compliance with this policy. Breaches of the Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary action against employees.

Employees who feel they have been discriminated against should raise the matter with the Directors of the company. Initially the employee and Director should aim to resolve the matter informally. It may be that discriminatory action is unwitting and easily resolved once the problem is clear.

This company will ensure that all recruitment advertisements and campaigns adhere to the contents of this policy and all new employees will receive induction on the policy.

Appropriate training and guidance will be provided to develop equality and diversity. Adequate resources will be made available to fulfil the aims of this policy. The policy will be widely promoted and copies will be freely available and displayed in this companies offices

11th January 2023