



## EQUAL OPPORTUNITIES STATEMENT

The company is an equal opportunities employer. The aim of our policy is to ensure that no job applicant receives less favourable treatment on the grounds of colour, race, national or ethnic origins and is not disadvantaged by conditions or requirements which are not essential for carrying out the job.

To ensure that such direct or indirect discrimination is not occurring, recruitment and other employment decisions will be regularly monitored in conjunction with ethnic records of job applicants and existing employees.

All employees will be given equal opportunity and encouraged to progress within the organisation. Attention will be given to possible remedies for under-representation of any ethnic groups at particular levels with the company.

It is the duty of all employees to accept their personal responsibility in the implementation of the Policy. At the same time, the company acknowledges that specific responsibilities fall upon management, supervision and individuals professionally involved in recruitment and employment administration.

Any employee who believes that he or she has been unfairly treated in any sense associated with this policy is entitled to raise the matter through the appropriate grievance procedure.

Reviewed .....  .....

Mr A Green

Director

Dated..... 4-1-17 .....

Next Review December 2017