

Equal Opportunity	Section:
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	Issue: 14
Policy Statement	Effective from: 05/01/2026
	Prepared by: Sarah Richmond
	Approved by: Steve Lamb

General

As an organisation we will not countenance in any way discrimination, victimisation or harassment in the provision of our services in relation to age, race, colour, religion, sex, gender identity, marital status, ethnic or national origin or when we accept services from outside suppliers into the organisation.

This policy is reviewed annually by the writer; or as and when the law dictates.

Employment

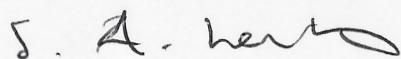
It is the policy of the Company to consider all applications for employment on the basis of their qualifications for the specific job without regard to age, race, colour, religion, sex, marital status, ethnic or national origin. This policy extends to all aspects of employment including recruitment, placement, training, compensation, transfers, promotion and dismissal.

The Company follows the Equality Act 2010 published by the Equality and Human Rights Commission and therefore maintains a system of Ethnic Monitoring so that positive steps can be taken to maintain Racial Equality internally.

As a business all the policies of the Company in respect of conditions of employment including working hours and time off, pay and benefits, training and development, adjustment for disabilities etc., and the provisions of services to the business are applied consistently and without discrimination.

All Board Directors/Directors/Managers/Supervisors involved with recruitment are made aware of all diversity issues guided by the HR Manager via the Employee Rule Book and the Company Recruitment and Induction Policy.

Any breaches of this policy will be dealt with in line with the Company Disciplinary Procedure.



Steve Lamb
Chairman
Date: 05/01/2026