



## **Equal Opportunity and Diversity Statement**

Equal treatment – promoting inclusivity and valuing diversity – is a key value. We are committed to the principle of equality of opportunity for all staff and to provide an environment where respect is shown to all and where individual employees are valued and supported. We are opposed to any form of unfair discrimination and believe that an inclusive approach benefits all and enables everyone to contribute appropriately.

We support the spirit of all equalities legislation and codes of practice. We ensure that all our policies and practices meet the requirement and intent of all relevant legislation and are committed to developing policies, practices and procedures which actively promote equality of opportunity and maximise the abilities, skills, and experience of all staff.

Our aim is to make the Company an inclusive place to work and welcome applications from all sections of the community and from people at all stages of their life. Decisions related to the recruitment, employment, training, progression and retention of staff are governed by the principles of equality of opportunity. All applicants to and staff members will be treated equally regardless of disability, gender, the nature of close relationships, caring responsibilities, age, race, colour, nationality, ethnic origin, religion or belief, sexual orientation, membership of or activity in, a trade union or political party and spent offences, where not relevant to the workplace.

We recognise the importance of taking a proactive stance in the promotion of equal opportunities and the delivery of an inclusive environment and will take active steps to promote good practice. In particular we will:

- Monitor the recruitment and progress of all staff.
- Ensure that all policies and procedures are fairly constructed and applied.
- Promote good relations between and amongst staff of all backgrounds
- Promote an inclusive culture for work, and develop the skills required by staff to work effectively, through guidance, training and raising awareness.
- Involve and consult staff in matters related to equal opportunities and diversity.
- Ensure all staff is aware of the provisions of this policy document and other policies related to equality of opportunity and understand their rights and responsibilities under legislation and the Company's policies and codes of conduct.



- Ensure that in all collaborative arrangements and partnerships and/or work with contractors and service providers the Company communicates clearly the requirement that those organisations also accept the duty to provide services and interact with staff and the public in the context of Company policy and in keeping with the requirements of current legislation.

## **Responsibilities**

The Board of Directors is responsible for establishing and approving all equality policies and for monitoring their implementation.

The Managing Director is responsible for promoting the principles behind this statement and accompanying policies both inside and outside the Company. The Managing Director is also responsible for ensuring that managers fulfill their role in equality of opportunity within the Company.

Managers are responsible for ensuring that equal opportunities and diversity are promoted within their Departments and that all employees are aware of their responsibility not to discriminate unfairly. They are also responsible for ensuring that action is taken against staff that discriminates for reasons covered by equalities legislation.

All staff has a responsibility to adhere to Company policies supporting equality and diversity at all times. Staff has a responsibility to attend designated training sessions to ensure that they are aware of current Company policies and legislation.