

# EQUAL OPPORTUNITIES & DIVERSITY POLICY

PETER DREW WORKWEAR



Peter Drew Contracts Ltd (the company ) recognise that everyone has a contribution to make to our society and a right to equal opportunity. No job applicant or employee, member, volunteer or organisation/individual to which we provide services, will be discriminated against by us on the grounds of:

- Gender (including sex, marriage, gender re-assignment)
- Race (including ethnic origin, colour, nationality and national origin)
- Disability
- Sexual orientation
- Religion or belief
- Age

## OUR AIMS

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Oppose all forms of unlawful and unfair discrimination.
- All employees will be treated fairly and with respect.
- All vacancies will be advertised internally and externally simultaneously.
- Selection for employment promotion, training or any other benefit will be on the basis of aptitude and ability.
- All employees will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
- All employees have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the directors.



## OUR COMMITMENT

- We aim to create an environment in which individual differences and the contributions of all our staff, volunteers, members and beneficiaries are recognised and valued.
- Every employee is entitled to be part of an environment that promotes dignity and respect to all.
- No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff/volunteers.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by the directors and has been agreed with employees representatives.
- The successful implementation of this policy depends on the awareness and commitment of all employees.
- All new staff will be made aware of it's existence and on joining the organisation, and reminded they must conform with it on a regular basis.

Directors

Peter Drew Contracts Ltd