

EQUAL OPPORTUNITIES POLICY

Wardgroup is committed to the principles of equal opportunities, both in the employment of staff and in the provision of its services, as outlined below:

- No person or group of persons will be discriminated against on the grounds of race, colour, nationality, ethnic origin, sexual orientation, age (subject to normal retirement age), religion or disability
- Opportunities for training and advancement are allocated without discrimination due to the factors listed above. Judgements are based on operational needs and the suitability and capability of the individuals concerned.
- Recruitment procedures provide documented methods of assessment, which are consistent with this policy.
- Any situations, which are alleged to contravene this policy, are addressed quickly and sensitively using existing grievance procedures. Any employee making a complaint will be protected from victimisation.
- All employees are made aware of their responsibilities under this policy when dealing with colleagues, representatives of other organisations with whom they interact and the general public.
- Wardgroup undertakes to comply with any Codes of Practice for employers produced by statutory agencies such as the Equality and Human Rights Commission.
- Responsibility for the Equal Opportunities Policy rests with the Managing Director and its content and effectiveness are reviewed at least annually at the management review meeting.
- All Directors, General Managers and Department Managers are responsible for the effective implementation of the policy and action plans within their areas and for bringing the policy to the attention of employees. They will be required to confirm, on an annual basis, that they have adhered to the policy and its objectives.

Signed  Date 3.1.2021

Ian Noble, Managing Director