



equal opportunity policy

The Company undertakes that no actual or potential employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic or racial origins, sex or marital status, or is disadvantaged by a condition or requirements which cannot be shown to be justifiable on operational grounds. All employees are given equal opportunities and are encouraged to progress within the organisation.

The Disability Discrimination Act 1995 (DDA)

This regulation protects any persons from being discriminated against because of his or her mental or physical impairment. Discrimination means that the person is treated less or more favourably than others because of his or her disability. In the DDA a disability is considered when it is a physical or mental impairment that is long term and affects the persons day-to-day living activities.

The Sexual Discrimination Act 1975 (SDA)

The SDA breaks down into four sub categories; direct discrimination, indirect discrimination, victimisation and harassment. Direct discrimination in relation to the SDA is considered legible when a person has received indifferent treatment when he or she would not have due to his or her sex or marital status. Indirect Discrimination in relation to the SDA is a lot harder to notice. The SDA states that Indirect Discrimination is legible when an employer imposes a condition in the workplace that causes staff to feel less valued or uncomfortable. This is only legible when the imposition cannot be justified.

Race Relations Act 1976 (RRA)

The RRA makes it unlawful for an employer or employee to discriminate in any way, positive or negative, against another employee in the workplace. Discrimination occurs when a person receives different treatment to which they would not normally because of their race, colour, beliefs, nationality and or their ethnicity.

Employment Equality (Age)

Regulations 2006 makes it unlawful to discriminate persons in the workplace on the grounds of age. Employment Equality (Age) Regulations 2006 covers all, aspects of employment including training, promotions, recruitment, dismissals, terms and conditions and transfers.