

Patrick Bradley Limited

EQUAL OPPORTUNITIES POLICY STATEMENT



The aim of this Policy is to communicate the commitment of the Managing Director and the Senior Management Team to the promotion of equality of opportunity in Patrick Bradley Limited. It is our policy to provide employment equality to all, regardless of:

- Religious belief or political opinion
- Gender, marital or family status
- Disability
- Race or ethnic origin
- Sexual orientation
- Nationality

We are opposed to all forms of unlawful and unfair discrimination. All employees and applicants will be treated fairly and selection for employment, promotion, training or any other benefit will be on the basis of ability. Our Equal Opportunities Policy will help all employees to develop their full potential and the talents and resources of the workforce will be fully utilised within the organisation. Failure to comply with the Policy will be regarded as misconduct which could lead to disciplinary proceedings.

IMPLEMENTATION OF POLICY

The Managing Director has specific responsibility for the effective implementation of this Policy. All directors, managers and supervisors have responsibilities and we expect all of our employees to abide by the Policy. In particular, all those involved in assessing candidates for recruitment or promotion will be conversant in non-discriminatory recruitment and selection techniques. This Policy will be issued to all employees and displayed where appropriate throughout the company. Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed grievance procedures. All complaints of discrimination will be dealt with promptly and confidentially. The Equal Opportunities Policy and implementation of same will be reviewed annually.

SIGNED: _____

John Shannon
JOHN SHANNON
[Managing Director]

Reviewed:

11 October 2017

Last Reviewed:

18 May 2017

Next Review:

May 2018