



Statement on Equal Opportunities in Employment

We are committed to equal opportunities in our employment primarily for reasons of fairness, and because we need to attract high quality people to work with us.

This statement sets out what those who work for us or want to work for us can expect.

We are committed to ensuring the following:

- Our employees will be considered for jobs and promotion solely on the basis of their ability to do the job. That means that we shall pay no regard to their race, gender, religion, belief, sexual orientation, age or marital status; and disability will be taken into account only insofar as it affects their ability to do the job.
- If we employ people with disabilities, we shall do our best to adapt premises and equipment to meet their needs, and to obtain help from any relevant government schemes.
- We will inform our staff of our complaint procedures if they feel they have not received fair and equal treatment. Any such complaint will be promptly investigated and resolved.
- Our staff will receive fair and equal consideration for training regardless of their race, gender, religion, belief, sexual orientation, disability, age or marital status and regardless of whether they work for us on a full or part-time basis.
- We have a positive attitude towards achieving a work-life balance and operate a flexible working policy wherever possible, whilst managing the needs of the service.
- Sexual, racial or any other form of harassment, including bullying, will not be tolerated, and prompt action will be taken which will include disciplinary action where appropriate.
- Sensitivity to equal opportunities will continue to be encouraged among our managers and employees, supported by relevant training if necessary.