**EQUALITY AND DIVERSITY POLICY**

**Purpose**

The purpose of this policy is to provide equal opportunities to all in employment irrespective of sex, disability, age, sexuality orientation, race, including ethnic or national origins, colour or nationality, religion or belief, including lack of belief, gender re-assignment, pregnancy and maternity. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and equally. 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 the workforce will be fully utilised to maximise the efficiency of the organisation.

**Commitment**

The policy will be implemented within the framework of the relevant legislation which includes:-

* Equal Pay Act 1970 (Equal Value Amendment 1984)
* National Minimum Wage (Oct 2004)
* Rehabilitation of Offenders Act 1974
* Equality Act 2010
* The Protection from Harassment Act 1997

Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

The commitment to equal opportunities and diversity in the workplace is good management practice and sound business sense.

Breaches of our Equality and Diversity Policy will be regarded as misconduct and could lead to disciplinary proceedings.

This policy is fully supported by senior management.

This policy will be monitored and reviewed annually.

**Employer Declaration**

This policy has been approved by:

Signed: ………………………………………………………………………………………………..…..

Name: ………J Hodgkinson

Position: ………Manager

Date of Approval: ……April 2022