



## Equal Opportunities Policy

## 1. Statement of policy

The aim of this policy is to communicate the commitment of Directors and senior management team to the promotion of equality of opportunity in CHITS UK.

It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins, being an Irish Traveller)
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination

We recognise that the provision of equal opportunities in the workplace is not only good management practice, it also makes sound business sense. Our equal opportunities policy will help all those who work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation.

## 2. To whom does the policy apply?

Employers may wish to state simply that our equal opportunity policy applies to all who work for (or apply to work for) the organisation or they may wish to list various groups or categories, for example:

- Job applicants and potential applicants
- Employees
- Contract workers
- Agency workers
- Trainee workers and students on work experience or placements
- Volunteer workers Former employees

## 3. Equality commitments

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting harmonious working environment in which everyone is treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of our equal opportunities policy as misconduct which could lead to disciplinary proceedings.

This policy is fully supported by senior management and Directors of CHITS UK Ltd.

## 4. Implementation

The Directors of CHITS UK and the senior management team have specific responsibility for the effective implementation of this policy. Each director, manager also has responsibilities and we expect all our employees to abide by the policy and help create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to employees, job applicants and relevant others (such as contract or agency workers)
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions and work objectives of all staff
- Provide equality training and guidance as appropriate, including training on induction and management courses.
- Ensure that those who are involved in assessing candidates for recruitment or promotion will be trained in non discriminatory selection techniques
- Incorporate equal opportunities notices into general communications practices (e.g., staff newsletters, intranet)
- Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our organisation and our workforce
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

## 5. Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of our equal opportunities policy will be reviewed annually and action taken as required.

## 6. Complaints

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter by using the following procedure. All complaints of discrimination will be dealt with seriously, promptly and confidentially. In addition to our internal procedures, employees have the right to pursue complaints of discrimination to an industrial tribunal or the Fair Employment Tribunal under the following anti-discrimination legislation:

Further information and relevant legislation may be stated as follows:

1. Discuss issue with your immediate supervisor.
2. If 1 is not satisfactory, send written complaints to a Director or member of senior management of company.
3. Have a one to one meeting with Director to access action plan to resolve the issue.

Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Managing Director



**“The Specialist for Specialists”**