

# EQUAL OPPORTUNITIES POLICY

## STATEMENT OF INTENT



### POLICY STATEMENT

1. Options Resourcing will take positive measures in respect of job applicants and employees/partners to ensure that there is no discrimination, either direct or indirect, overt or unintentional, in respect of conditions of service, personnel policies and procedures, etc. on the grounds of race, colour, gender, sex, marital status, disability, religion, age, creed, nationality, ethnic or national origins, social background or sexual orientation.
2. Options Resourcing recognises that it is good business practice to positively encourage the breakdown or barriers which exist where one group predominates, although selection of candidates or employees/partners for appointment, promotion and training will always be based on the merit and qualifications of the individual.
3. Options Resourcing recognises that an equal opportunities policy requires regular reinforcement and monitoring of its effectiveness and therefore:
  - The Directors will have responsibility for ensuring effective implementation of the stated policy.
  - Ensure that all personnel policies and procedures are regularly updates in the light of their practical application and that these policies and procedures include reference to equal opportunities.
  - Ensure regular consultation with staff to review progress and amendments to policy and procedures.
  - Ensure that the policy will be accessible to all employees electronically and can be obtained from the HR department upon request.

AUTHORISED BY:

A handwritten signature in black ink, appearing to be 'P. Ingram', with a long horizontal stroke extending to the right.

**Mr. P. Ingram - Director**

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