

J P Charles and Sons Ltd

Equal Opportunities Policy

Policy Statement:

1. J. P. Charles and Sons Limited is committed to providing equal opportunity employment, to both existing employees and new recruits.
2. It is the policy of the Company to comply with the Sex Discrimination Act 1975, Equal Pay Act 1970, Race Relations Act 1976 and the Disability Discrimination Act 1995.
3. The Company is opposed to any form of discrimination, by employer, or employee, on the grounds of gender, marital status, colour, race, ethnic origin, religious belief, nationality or disability.
4. The Company shall ensure that no job applicant receives less favourable treatment on any of these grounds.
5. Where interview panels are used, they shall be formed from a cross-section of appropriate staff, representing the diversity of employees within the Company.
6. Individuals shall be selected, promoted and treated on the basis of their relevant merits and abilities, and no group shall be put at a disadvantage, either directly, or indirectly.
7. All employees are given equal opportunity and encouragement to progress within the organisation, and where appropriate, may be offered training to help them advance, as part of the Company's continuing commitment to training.
8. No person working for the Company shall suffer unfair, or unequal treatment from other employees, or staff, or from other companies and individuals employed by the Company, or for whom the Company is working.
9. It is the responsibility of all our employees to accept their personal involvement and commitment in ensuring this policy operates effectively, and a special responsibility rests with those in supervisory, recruitment or managerial positions.
10. Effectively, the Company is committed to promoting this Equal Opportunity Policy in:-
11. Instructions to those concerned with recruiting and promotion
12. Recruitments, advertisements and other literature
13. Appointments to and promotion within the company will be determined solely by merit related to effective performance of the job and needs of the Company