



EQUAL OPPORTUNITIES POLICY

Policy

This policy shall be implemented in accordance with the appropriate requirements of the Race Relations Act 1976, the Sex Discrimination Act 1975, the Equal Pay Act 1970, the Social Services Act 1989, the Disability Discrimination Act 1995 and the Protection from Harassment Act 1997.

The company will ensure that all managers and staff responsible for or involved in drafting job descriptions, job advertisements, application sifting, selection interviewing, confirming of appointments, consideration of candidates for training and development opportunities and temporary or substantive promotion shall be made aware of the act in accordance with the policy.

Statement

Spacebuilder Ltd wholeheartedly supports the principal of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of race, nationality, ethnic origin, marital status, sex or disability. We believe that it is in the company's best interests, and those of all who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise.

Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based on objective criteria.

Procedure

The company is an equal opportunity employer. Equal opportunity is about good employment practices and efficient use of our most valuable asset, our employees. Every manager and employee has personal responsibility for the implementation of the policy.

The company will not discriminate on grounds of sex, ethnic origin, race, nationality or disability.

The policy applies to the advertisement of jobs, recruitment and appointment of them, training, conditions of work, pay, discipline and capability, resignations, redundancies and dismissals.

No member of staff will receive less favourable terms or conditions because of their sex, marital status, ethnic origin, religion or disability. Specific religious needs, where practicable, will be accommodated.