

Equal Opportunities Policy

MARCH 2020

GR WHITE & SON LTD

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Statement of Policy

The aim of this policy is to communicate the commitment of the Managing Directors to the promotion of equality of opportunity in GR White & Son Ltd.

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)
- 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 work place 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.


This policy applies to all those who work (or apply to work) for GR White & Son Ltd.

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are 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 equal opportunities policy as misconduct which could lead to disciplinary proceedings.
- Implementation

The Managing Director has specific responsibility for the effective implementation of this policy. We expect all our employees to abide by the policy and help create the equality environment which is its objective.

Signed



Rodney White
Director

Reviewed March 2023