

KERAN MELLOR SERVICES LIMITED
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EQUAL OPPORTUNITIES STATEMENT

Keran Mellor Services Limited is committed to building an organisation that makes full use of the talents, skills, experience, and different cultural perspectives available in a multi-ethnic and diverse society, and where people feel they are respected and valued, and can achieve their potential regardless of race, colour, nationality, national or ethnic origins, sexual orientation, gender, disability or age.

Keran Mellor Services Limited will follow the recommendations of the Statutory Codes of Practice of both the Commission for Racial Equality and The Equal Opportunities Commission, and the Disability Rights Commissions Code of Practice in Employment and Occupation, in all their employments policies, procedures and practices.

EQUAL OPPORTUNITY POLICY

The aims of this policy are to ensure that:

- No one receives less favourable treatment, on grounds of race, colour, nationality, ethnic or national origins, gender, sexual orientation, religion or belief, disability or age; or is disadvantaged by any conditions, requirements, provisions, criteria, procedures or practices that cannot be justified on any other grounds, or victimised for taking action against any form of discrimination or harassment, or instructed or put under pressure to discriminate against or harass, someone on the above grounds.
- The organisation is free of unwanted conduct that violates the dignity of workers or creates an intimidating, hostile, degrading, offensive or humiliating environment.
- Opportunities for training and promotion are equally open to male and female candidates from all racial groups, candidates, with or without disabilities, and candidates of any age, and of any sexual orientation, religion or belief.
- Selection for employment, promotion, transfer, training and access to benefits facilities and services will be fair and equitable and based solely on merit.

This policy applies to all aspects of employment, from recruitment to dismissal and Former workers' rights.

We will take the following steps to put the policy into practice and make sure it is achieving its aims.

1. The policy will be a priority for the organisation.
2. Brian Mellor - Company Secretary will be responsible for the day to day operation of the policy.
3. The policy will be communicated to all workers and job applicants, and will be placed on the company@ internet & website.
4. Workers and their representatives and trade unions will be consulted regularly about the policy, and about related action plans and strategies.
5. All workers will be trained on the policy, on their rights and responsibilities under the policy, and on how the policy will affect the way they carry out their duties. No-one will be in any doubt about what constitutes acceptable and unacceptable conduct in the organisation.
6. Managers and workers in key decision-making areas will be trained on the discriminatory effects that provisions, practices, requirements, conditions and criteria can have on some groups, and the importance of being able to justify decisions to apply them.
7. Complaints about discrimination or harassment in the course of employment will be regarded seriously, and may well result in disciplinary sanctions, and even dismissal. The complaints procedure will be published in a form that is easily accessible.
8. Opportunities for employment, promotion, transfer and training will be advertised widely, internally and externally and all applicants will be welcomed, irrespective of race, colour, nationality, ethnic or national origins, gender sexual orientation, disability or age, religion or belief.
9. All workers will be encouraged to develop their skills and qualifications and to take advantage of promotion and development opportunities in the organisation.
10. Selection criteria will be entirely related to the job or training opportunity.
11. We will make reasonable changes to overcome physical and non-physical barriers that make it difficult for disabled employees to carry out their work, and for disabled customers to access our services.
12. We will take a flexible approach to working arrangements. We will consider requests for changes carefully and objectively, and will accommodate them unless it would cause significant difficulties to the business or the employee.
13. Information on the ethnic and racial background, gender, disability, and age of each worker and applicant for employment, promotion and training will be collected, analysed and monitored to each stage of the recruitment process. The information will be held in strictest confidence and will be used only to promote equality of opportunity, Information about the belief/religion and sexual orientation of employees may also be monitored.

14. If the data shows that people from particular groups are under-represented in particular areas of work, lawful positive action training and encouragement, will be considered for workers and others from that group, to improve their chances of applying successfully for vacancies in these areas.
15. Grievances, disciplinary action, performance assessment, and terminations of employment, for whatever reason, will also be monitored by gender, racial group, age, disability, religion/belief and sexual orientation.
16. Requirements, conditions, provisions, criteria and practices will be reviewed regularly, in the light of monitoring results, and revised if they are found to, or might unlawfully discriminate on any of the above grounds.
17. All contracts between Keran Mellor Services Limited and contractors to supply goods, materials, services will include a clause prohibiting unlawful discrimination or harassment by contractors and their staff. The clause will also encourage contractors and potential contractors to provide equality of opportunity in their employment practices.
18. The effectiveness of the policy will be monitored regularly. A report on progress will be published each year and published via the intranet, the website, the staff newsletter, notice boards and the annual report.
19. Customers and clients will be made aware of the policy, and of their right to fair and equal treatment, irrespective of race, colour, nationality, national or ethnic origins, sexual orientation, gender, religion/belief, disability or age.
20. The company will draw up an Action Plan detailing how this policy will be implemented in practice.
21. This policy has been endorsed by Keran Mellor – Managing Director and has the full support of the management.

The policy was approved on 1st July 2008 following consultation with senior managers, workers, workers' representatives and trade unions.

Overall responsibility for the effectiveness of the policy lies with Brian Mellor Company Secretary. For more information please contact this person at Head Office, 13a Victoria Street, Burnham-on-Sea TA8 1AL. Tel 01278 789670.

Signed... *Brian*
Mellor.....

Company Secretary.

1st July 2008