

introduction

The Sowerby Group Limited recognises that it is essential to provide equal opportunities to all persons without discrimination.

This policy sets out the organisation's position on equal opportunity in all aspects of employment, including recruitment and promotion, and provides guidance and encouragement to employees at all levels to act fairly and prevent discrimination on the grounds of sex, race, marital status, age and disability as defined by The Equality Act 2010, part-time and fixed term contract status, age, sexual orientation or religion.

definition of discrimination

- Discrimination can be direct or indirect. Both forms of discrimination must be avoided
- Direct discrimination occurs when one person is treated less favourably than another on grounds relating to sex, race, marital status, disability, sexual orientation or religion
- Indirect discrimination occurs where a requirement is imposed which can be complied with by a smaller proportion of persons of a particular sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion, than persons in another group and which is not objectively justifiable in the given situation.

Examples include:

- Seeking job applications only from persons under 27 years of age and with five years post-graduate experience
- Demanding technical qualifications for a job which are not strictly necessary
- Sending only full time employees on training courses.

statement of policy

- It is the policy of The Sowerby Group to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. This organisation is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment
- This organisation recognises that adhering to the Equal Opportunities Policy, combined with relevant employment policies and practices, maximises the effective use of individuals in both the organisation's and employees' best interests. The Sowerby Group recognises the great benefits in having a diverse workforce with different backgrounds, solely employed on ability
- The application of recruitment, training and promotion policies to all individuals will be on the basis of job requirements and the individual's ability and merits
- All employees of the organisation are made aware of the provisions of this policy.

sue sowerby
managing director