

EQUALITY AND DIVERSITY POLICY

POLICY STATEMENT

Heath & Wiltshire Ltd (HW) is committed to encouraging diversity and eliminating discrimination in both its role as an employer and as a provider of services. HW aims to create a culture that respects and values each other's differences, promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential. We are committed wherever practicable to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

PURPOSE

The purpose of this policy is to provide equality and fairness for all in our employment and in the provision of services and not to discriminate on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, belief or age.

HW opposes all forms of unlawful and unfair discrimination.

All employees and volunteers, whether part-time, full-time, or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, volunteering, or any other benefit will be on the basis of skills and ability.

PRINCIPLES

HW commitment to Equality and Diversity is:

- To create an environment in which individual differences and the contributions of all our Employee are recognised and valued.
- To create a working environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.
- To ensure training, development and progression opportunities are available to all.
- To promote equality in the workplace, which it believes is good management practice and makes sound business sense.
- To regularly review all employment and volunteering practices and procedures to ensure that no job applicants, staff or volunteers are treated less favourably than others.
- To regularly review services to ensure they are accessible and appropriate to all groups within society.
- To treat breaches of the equality policy seriously and to take disciplinary action when required.
- To provide information and training to all employees so that they are fully aware of the issues relating to Equality and Diversity and their responsibilities relating to it.
- To develop an Equality Action plan, to ensure our Equality and Diversity policy is fully implemented.
- To ensure the policy is fully supported by Senior Management Team.
- To monitor and review the policy annually.