

G&R LTD REF: 23.00	GAWNE & ROBERTS Construction LTD
REV:	
DATE: 21/07/2008	EQUAL OPPORTUNITES CODES OF PRACTICE STATEMENT
ISSUE: 3	
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Gawne and Roberts Construction Ltd have developed an Equal Opportunities Policy in line with the current code of practice as detailed by the:

E.O.C **Equal Opportunities Commission**

C.R.E **Commission for Racial Equality**

We will offer any jobs, which become available within Gawne and Roberts to anyone irrespective of race, colour, creed, religion, sex or disability. In order to fulfil this policy we will:

1. Appoint as a manager with overall responsibility for the implementation of the policy
2. Discuss with employees / representatives the policy and its implementation
3. Ensure that the policy is made known to all employees and where necessary to job applicants
4. To provide training and evidence where necessary for staff engaged in hiring staff
5. To regularly review the selection procedures and criteria
6. To analyse and monitor the workforce at regular intervals (including job applicants)

Our aim is to encourage increased job opportunities for racial groups, which have been under represented.

Gawne and Roberts Construction Ltd are committed to working towards Equality of Opportunity. This means that wherever possible the company will strive to offer everyone an equal opportunity, regardless of age, disability, race, religion, sex, and sexual preference, social class.

Equality of opportunity means that all employees should be valued equally within the company and work in an environment free of discrimination.

Employees whose attitude, behaviours and practices are found to discriminate against others on the grounds mentioned above may be subject to disciplinary procedures.

Any grievance relating to equal opportunity discrimination should be advised to the senior management, who will endeavour to resolve the matter and if necessary employ the services of an outside mediator.

All employees will be expected to help to play a part in the implementation of our equal opportunities policy.

Signed

GAWNE & ROBERTS Construction Ltd

Dated