



## EQUAL OPPORTUNITIES POLICY

### INTRODUCTION

Lowe & Oliver Ltd (L&O) is committed to promoting equality of opportunity, tackling discrimination and valuing the diversity of both its staff and the communities it serves.

L&O aims to comply with all relevant anti-discrimination legislation, codes of practice and regulatory requirements. It is committed to promoting equality throughout the organisation and requires all staff, residents and Board members to participate fully in achieving its aims. L&O will provide appropriate training, guidance and advice to meet these aims and commitment.

### PURPOSE

The purpose of this policy is

- To provide L&O staff and Board members with a clear understanding of the Company's commitment to promoting equality and diversity in its role as an employer.
- To outline how L&O will achieve, maintain and measure compliance with its statutory and regulatory obligations.
- To provide a framework for monitoring performance and achieving best practice across all business areas including employment, service provision and governance.

### RESPONSIBILITIES

All Board members and employees of L&O are responsible for upholding this policy. Managers have additional responsibilities in ensuring those they supervise are following L&O's equality objectives.

Overall responsibility for the implementation of the policy rests with the Managing Director and the Management Team, who are responsible for developing a culture in which the policy can be implemented and operated.

The Board is responsible for reviewing the effectiveness of the policy objectives and ensuring that L&O's equality objectives underpin all business activities.

## **POLICY**

### **Policy Statement**

L&O aims to treat all people with whom it has contact fairly and with respect. L&O is fully committed to the promotion of equality of opportunity and the elimination of unfair and unlawful discrimination.

L&O recognizes that many groups and individuals may experience disadvantage because of their race, religion, ethnic origin, age, disability, sexual orientation or gender identity. It believes that, as an employer, it has a role to play in tackling such disadvantage.

### **Employment**

L&O will ensure equality and welcome diversity in all aspects of employment policy and practice including:

- Recruitment and selection
- Training and development
- Consultation and participation
- Pay and reward/pensions and benefits
- Grievance and employee welfare
- Appraisal and promotion.

L&O aims to develop appropriate and effective policies and procedures to eliminate discrimination and to create a working environment where harassment of any kind is known to be unacceptable.

### **Positive Action**

L&O will follow current UK law and EU Directives and consider the adoption of positive action measures where appropriate to prevent or compensate for disadvantage.


## **MONITORING & REVIEW**

Performance against the actions in this policy will be monitored on a regular basis.

Reports highlighting equality performance will be made to the Executive Management Team and Board of Management on a six monthly basis and annual improvement targets set as appropriate.

This policy will be reviewed after a period of two years, or sooner if required by either changes in legislation and/or developments in the interests of good practice.

Signed



**Designation Managing Director**

**Date 1<sup>st</sup> June 2016**

