

Policy: Equal Opportunities Policy

1. SUMMARY

- 1.1. This policy defines WINNS Services Equal Opportunities Policy to ensure it meets requirements.
- 1.2. The Operations Director is responsible for implementation and management of the Equal Opportunities Policy

Rev.	Date	Nature of Changes	Approved By
1	27 February 2018	Original issue.	C Stebbing
2	7th September 2021	General Updates	C Stebbing

2. POLICY: Equal Opportunities Policy

STATEMENT BY THE DIRECTORS

The aim of WINNS is to provide the appropriate number of well-trained and motivated individuals to meet the operational requirements of WINNS. In order to achieve this aim, we are committed to a policy of equal opportunities, which provides a working environment free from discrimination and harassment. All personnel must have genuine equality of opportunity for training and advancement on merit.

Within the framework of law, as governed by UK legislation and EC Directives, discrimination on the grounds of gender, race, ethnic origin, sexual orientation, marital status, religious belief, and physical or mental disability is totally unacceptable. All personnel are to be aware of complaints procedures, and complaints are to be investigated quickly and thoroughly. Proven discrimination will result in disciplinary action.

The pursuance of a policy of equal opportunities is simply a matter of good leadership, strong teamwork and high personal standards, all of which are essential to the success of the company. Responsibility for equal opportunities lies with every individual and is to be exercised through the chain of command.

Recruiting and selection, all staff involved in the recruiting of personnel are to be aware or qualified