

The WBS Group Equal Opportunities Statement

The WBS Group and all associated companies are committed to achieving equality of opportunity for all employees and recognise the requirements under the Sex Discrimination Act 1975, the Race Relations Act 1976, the Equal Pay Act 1970 (as amended), The Disability Discrimination Act 1995 & The Employment Equality (Sexual Orientation) Regulations 2003 together with associated codes of practice including the Commission for Racial Equality's code of practice for England and Wales For the elimination of racial discrimination.

The WBS Group will not tolerate any form of behaviour that discriminates on the grounds of gender, marital status, family responsibility, sexual orientation, colour, race, nationality, ethnic or national origins, religious or political grounds, disability, trade union membership or activity, age and unrelated criminal convictions.

The WBS Group seeks to employ a workforce, which reflects the diverse community at large, because we value the individual contributions of people. We will treat all employees with respect and dignity and provide a working environment free from unlawful discrimination, harassment or victimisation. To this end, within the framework of the law and best personnel practice, we are committed, wherever practicable, to achieving and maintaining a work force, which broadly reflects the local community.

No employee or job applicant will be disadvantaged or treated less favourably because of conditions of requirements, which cannot be justified, and The WBS Group will seek to make reasonable adjustments to its arrangements and premises with a view to avoiding any substantial disadvantages for disabled people. Action will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion, career management and on termination of employment are based solely on objective and job-related criteria.

Action to Implement Policy

It is the aim of The WBS Group to set an action plan containing explicit, measurable and achievable objectives and targets.

Responsibilities

All employees have personal responsibility for the practical application of the policy, which extends to the treatment of employees, through contractual agreements with contractors.