



EQUAL OPPORTUNITIES

POLICY STATEMENT

Ross & Liddell are committed to providing equal opportunities in all areas of recruitment, employment, training and promotion, including the creation of a working environment which is free from harassment, victimisation, discrimination, and bullying. Each individual will be judged on their ability, and we will not make judgements based on gender, marital status, colour, disability, ethnic or national origin, religious or sexual orientation

RESPONSIBILITIES OF EMPLOYEES

We ask our employees:-

1. To understand and comply with the policy.
2. To ensure that your own behaviour and language does not cause misunderstanding or offence.
3. Be prepared to take a stand against harassment. This is only the first step in the procedures dealing with harassment as set out within R&L's Conditions of Employment.

HOW WE PUT OUR POLICY INTO PRACTICE

1. We base our decisions on merit and ability in all aspects of employment, e.g. recruitment, promotion, etc.
2. When recruiting, we welcome applications from both genders and all races, the able bodied and disabled, to provide opportunities at all stages in the recruitment process.
3. We regard all staff as potentially suitable for all vacancies, including management positions, regardless of background.
4. We do not discriminate when we carry out performance reviews.
5. We give all staff the same training opportunities.
6. We are willing to discuss flexible working arrangements to meet your needs and those of the business.
7. When appropriate, we will meet the reasonable needs of disabled employees.
8. We view harassment as totally unacceptable, and procedures are in place to investigate incidents fully.