



SEL ENVIRONMENTAL LTD

EQUAL OPPORTUNITIES POLICY

Supported by



**SEL Environmental Ltd
Canal House
Bonsall Street
Blackburn
BB2 4DD**

T:01254 589987



Review and Revisions

Review Date	Reviewed By	Signed	Revisions
27/09/2020	M Gilsean		N/A



SEL ENVIRONMENTAL LIMITED

Equal Opportunities Policy

SEL Environmental Limited (the Employer) is committed to equal opportunities for all staff and applicants.

We recognise that discrimination is unacceptable and although equality of opportunity has been a long standing feature of our employment practices and procedure, we have made the decision to adopt a formal equal opportunities policy. Breaches of the policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

It is the policy of SEL Environmental Limited to:

- Ensure no job applicant, employee or worker is discriminated against, either directly or indirectly on the grounds of race, colour, ethnic or national origin, religion, belief, sex, marital status, sexual orientation, gender reassignment, age or disability.
- Ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.
- Implement the policy in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.
- Maintain a neutral working environment in which no employee or worker feels under threat or intimidated.

The policy is intended to help the Employer achieve its diversity and anti-discrimination aims by clarifying the responsibilities and duties of all staff in respect of equal opportunities and discrimination.

Achieving an equal opportunities workplace is a collective task shared between the Employer and all its staff. The policy and the rules contained in it therefore apply to all staff of the Employer irrespective of seniority, tenure and working hours, including all employees, directors and officers, consultants and contractors, casual or agency staff and trainees.

Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this policy.

Signed
(Director)

Date 27/09/2020

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