

DEMETER ENVIRONMENTAL LTD

Equal Opportunities Policy

Equal Opportunities Policy Statement

DEMETER ENVIRONMENTAL Ltd will in both its provisions of services and as an employer ensure equality of opportunity for all persons regardless of race, sex, age, marital status, sexual orientation, religious beliefs, disability or employment status.

This policy will apply to all our dealings with clients and contractors as well as our own employees, with regards to employment, this principle will apply to the recruitment, training, pay and conditions of employment of all persons

Recruitment and Promotion

DEMETER ENVIRONMENTAL Ltd will:-

1. Ensure that all job advertisements are placed so as to ensure the widest possible audience is reached.
2. Ensure that recruitment methods are placed under constant review, to eliminate practices which might affect unfairly a particular group, or which are not related to job requirements
3. Ensure that application forms used do not contain criteria or requirements which could disadvantage a particular group
4. Ensure that the recruitment selection process, including the use of tests etc, will not unfairly exclude any candidate and any methods are used constantly throughout
5. Any decisions made upon recruitment or promotion will not be based on preconceived notions or ideas
6. Interviewers will be aware of the different cultural and behavioural patterns of ethnic minorities
7. All opportunities for promotion will be made known to all relevant employees and promotion procedures do not give the effect of being discriminatory
8. Any employee with the responsibility for recruitment and selection will be fully aware of this policy and the requirements therein

Head Office:
24 Alexandra Drive, Bootle
Liverpool, L20 0EF
Tel: 0151 521 2539
Fax: 0871 900 5927

Demeter Environmental Ltd
Registered in England and Wales: 7010088



Brighton Office:
36 The Cliff, Rodean
Brighton, BN2 5RE
Tel: 01273 741 629
Fax: 0871 900 5927

Disabled employees

Where an existing employee becomes disabled DEMETER ENVIRONMENTAL Ltd will make every attempt as necessary to:

1. Restructure their existing job
2. Making adaptations to the workplace
3. Try to re-deploy the person to an alternative job within the organisation

DEMETER ENVIRONMENTAL Ltd is fully aware of it's duties under the Disability Discrimination Act with regard not only to its employees but also to the service we provide and as such will meet all requirements which are made under the act

Training

DEMETER ENVIRONMENTAL Ltd will:

1. Provide or make available information/instruction and/or training for managers, supervisors and all employees on equal opportunities
2. Give equal opportunity to it's disabled employees to develop skills and enable them to advance their careers

Application and Review of Equal Opportunities Policy

DEMETER ENVIRONMENTAL Ltd will undertake the practical implementation of this policy by:

1. Ensuring the policy is disseminated throughout the organisation to all managers and staff, particularly those with responsibility for recruitment and management of employees
2. Consult regularly with employees and trade unions via team briefings, tool-box talks etc with regard to this policy and its effectiveness

DEMETER ENVIRONMENTAL Ltd will continuously review the policy to ensure it is appropriate and that it is working effectively, in doing this DEMETER ENVIRONMENTAL Ltd will consult with trade unions and staff representatives, particularly with regard to any proposed amendments to the policy contents

Signed: 

Position: Director.....

Head Office:
24 Alexandra Drive, Bootle
Liverpool, L20 0EF
Tel: 0151 521 2539
Fax: 0871 900 5927

Demeter Environmental Ltd
Registered in England and Wales: 7010088



Brighton Office:
36 The Cliff, Rodean
Brighton, BN2 5RE
Tel: 01273 741 629
Fax: 0871 900 5927