

EQUALITY AND RESPECT – OUR POLICY



PRINCIPLES

TEP offers, by the promotion of fairness and dignity at work, a working environment where all staff can do their best. This involves creating a climate of mutual respect and the valuing and good management of diversity.

Specifically

- TEP adopts a policy of equal opportunities for all, and will challenge discrimination which may occur on the grounds of age, race, colour, disability, gender, religious/cultural beliefs, sexual orientation or union membership.
- TEP will ensure that dignity at work is maintained through good management practice and appropriate responses to allegations of harassment or bullying from any source.
- TEP will offer appropriate investigation by a senior manager and support to staff where discrimination or harassment is alleged to have taken place.

PRACTICE

TEP will offer fair treatment in all the firm's activities and day-to-day working practices. Lack of equality of opportunity and discrimination can occur in direct and indirect ways. TEP will therefore ensure that all colleagues are treated with equality.

INITIATIVES FOR 2009

- All application packs will include an appropriate short statement on equality and respect.
- Selection criteria (job description and employee specification) will be reviewed to ensure that they are justifiable on non-discriminatory grounds as being essential for the effective performance of the job.
- A training seminar will be held in 2009 on Equal Opportunity and Dignity at Work.
- A monitoring survey will include ethnic diversity and people's experience of respect in the workplace.

For full copy of our policy please contact 01925 844004