



OVERVIEW

WJ is an Equal Opportunities employer. WJ is committed to ensuring within the framework of the law that our workplaces are free from unlawful (or unfair) discrimination on the grounds of colour, race, nationality, ethnic or national origin, religion or belief, sex, gender, sexual orientation, age, marital status, pregnancy, maternity/paternity leave, civil partnership or disability.

Our aim is to ensure that our staff achieves their full potential and that all employment decisions are taken without reference to irrelevant or discriminatory criteria.

IMPLEMENTATION

We oppose all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness for all in our employment.

All existing and potential employees, sub-contractors, workers (as defined by employment legislation, and including agency temps), partners and the self-employed whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our staff will not discriminate directly or indirectly, or harass customers or clients because of colour, race, nationality, ethnic or national origin, religion or belief, sex, gender, sexual orientation, age, marital status, pregnancy, maternity/paternity leave, civil partnership or disability in the provision of the Company's goods and services.

WJ allows freedom of association for its workers to form and join trade unions, worker associations and worker councils or committees of their own choosing.

WJ will actively engage in collective bargaining practices where required to ensure agreements are reached with trade union representatives over such issues as working conditions, wages, overtime, grievance procedures and worker involvement in workplace affairs

This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

POLICY COMPLIANCE

Any employee found to have violated this policy may be subject to disciplinary action, up to and including termination of employment.

Anyone who suspects harassment, discrimination, bullying or victimisation should report it immediately to their Line Manager, the Human Resources Manager or a Director. No employee will suffer as a result of reporting reasonable suspicions.

Richard Fielden
Managing Director

Toby Roberts
Executive Chairman

Issue Date: 23/12/2018
Review Date: 23/12/2019