



EQUAL OPPORTUNITIES STATEMENT

Redwood Environmental Services Ltd is committed to the principle that any decisions, and responsibilities to clients or employees, shall not be prejudiced by race, religion, gender, sexual orientation, marital status, age or disability.

This policy applies to all aspects of our business, and to this end, Redwood Environmental Services Ltd will review it on a regular basis and ensure that it is distributed and promoted throughout the Company.

In practice we will ensure that all promotion, training, recruitment and selection decisions are based on fair and objective criteria, which are relevant to an individual's merits and abilities. We will, wherever practicable, make reasonable adjustment to enable job applicants or existing employees that are, or have been disabled, to enter or continue employment with the Company.

Opportunities, benefits and facilities at work will not be unreasonably limited and all reasonable efforts will be made to ensure all our staff are able to participate fully in workplace activities.

We will, where reasonably practicable and with no detrimental consequence on safety, provide a fair and undiscriminating service to our clients. All employees are aware of their own rights to be treated in a fair and equitable manner, and anyone who feels they have been treated unfairly or discriminated against can raise the matter through the recognised grievance procedure.

Signed *R Hatton*

Position Director

Date

10/09/09



EQUALITY AND DIVERSITY

Redwood ES Ltd. ACCEPTS that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief.

Redwood ES Ltd. WELCOMES the statutory requirements laid down in

- The Equal Pay Act
- The Rehabilitation of Offenders Act
- The Sex Discrimination Act
- The Race Relations Act 1976 and the Race Relations Amendment Act Feb 2000;
- The Disability Discrimination Act
- The Asylum & Immigration Act
- The Human Rights Act
- The Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003.
- The Employment Equality (Age) Regulations 2006

Redwood ES Ltd. RECOGNISES that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity

Redwood ES Ltd. IS COMMITTED to taking positive steps to ensure that

- All people are treated with dignity and respect, valuing the diversity of all.
- Equality of opportunity and diversity is promoted.
- Our services are appropriate and delivered fairly to all.
- The mix of its employees, professional staff, advisors and management reflects, as far as possible, the broad mix of the population of Bridgend County.



EQUALITY & DIVERSITY POLICY INCLUDING PROCEDURES

This policy applies to all Redwood, operatives, professional staff, advisors & management.

1 COMMITMENT

Equality and diversity are central to the work of Redwood ES Ltd.

Redwood ES Ltd. will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Redwood ES Ltd. goal is to work towards a just society free from discrimination, harassment and prejudice. Redwood ES Ltd. aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

2 AIMS

Redwood ES Ltd. aims to:

- Provide its services fairly and appropriately to all.
- Create effective partnerships with all parts of our community
- Promote equality of opportunity and diversity in employment and development.

3 OBJECTIVES

Redwood ES Ltd. objective is to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
- Working together with local organisations to provide an accessible and relevant service that responds to our clients needs.
- Ensuring staff are representative of the community served and the employment policies are fair and robust.
- Responding to employees' needs and encouraging their development to increase their contribution to effective service delivery.
- Recognising and valuing the differences and individual contribution that all people make to the organisation.
- Challenging discrimination.
- Providing fair resource allocation.
- Being accountable.



4 WHY HAVE THIS POLICY?

Redwood ES Ltd. recognises respects and values diversity in its employees, clients and service users.

The company has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work for Redwood ES Ltd.

5 PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people employed by Redwood ES Ltd. and sets out the way they can expect to be treated in turn by the company. The overall responsibility for ensuring adherence to and implementation of this policy lies with Ray Hunt Managing Director.

Method of Implementation

Redwood ES Ltd. intends to implement this policy by:

Ensuring that it is a condition of paid employment in the company.

Ensuring that all staff / management are made aware, understand, agree with, and are willing to implement, this policy. All employees will be given a copy of this policy as part of their induction.

Actively encouraging staff to participate in anti-discriminatory training, and making time and resources available for such training.

Monitoring the services, publicity and events provided by the company, to ensure that they are accessible to all sections of the population and do not discriminate and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

Redwood ES Ltd. has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The Ray Hunt will review the policy annually.