



CREATING A PURPOSE

Equal Opportunities Policy

Redesign Ltd recognises that it is essential to provide equal opportunities to all persons without discrimination. This policy sets out the company's position on equal opportunity in all aspects of employment, including recruitment and promotion, and provides guidance and encouragement to employees at all levels to act fairly and prevent discrimination on the grounds of sex, race, marital status, disability as defined by the Disability Discrimination Act 1995, part-time and fixed term contract status, age, sexual orientation or religion.

For the purpose of this document Discrimination is defined below:

- Discrimination can be direct or indirect. Both forms of discrimination must be avoided.
- Direct discrimination occurs when one person is treated less favourably than another on grounds relating to sex, race, marital status, age, disability, sexual orientation or religion.
- Indirect discrimination occurs where a requirement is imposed which can be complied with by a smaller proportion of persons of a particular sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion, than persons in another group and which is not objectively justifiable in the given situation.
- It is the policy of Redesign Ltd to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. The organisation is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment.
- It is the policy of Redesign Ltd that no person will be discriminated against in the recruitment and promotion process or in the selection for training.

The company recognises that adhering to this policy, combined with relevant employment policies and practices, maximises the effective use of individuals in both the organisation's and employees' best interests. Re-design recognises the great benefits in having a diverse workforce with different backgrounds, solely employed on ability.

All employees of the organisation will be made aware of the provisions of this policy.

The Company emphasises that discrimination is unacceptable conduct, which may lead to disciplinary action under the Company's Disciplinary Procedure. Any complaints of discrimination will be pursued through the organisation's Grievance Procedure.

This policy will be reviewed when necessary, but at the very least, annually.

Name: **Neil Spruce**

Signature:

Position: **Managing Director**

Date: **1st June 2009**



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