

CD&P Limited

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EQUAL OPPORTUNITIES POLICY

CD&P Limited is an Equal Opportunity Employer and is opposed to all forms of unlawful or unfair discrimination on the grounds of gender, marital status, race, religion, nationality, ethnic origin, social class, sexual orientation, age, disability or political beliefs.

To achieve the aims of its Equal Opportunities Policy, CD&P Limited will:

- Ensure that it recruits and retains the very best people from the widest possible pool. Value all people as individuals and respect the differences between them.
- Expect all employees, whether full-time, part-time or temporary, to use their best endeavours to pursue this Policy, not only when dealing with the public, other personnel members and colleagues, but also when they are managing and recruiting employees.
- Engage, promote and train people on the basis of their capabilities, qualifications and experience, without discrimination, and ensure that all people have an equal opportunity to progress within the company.
- Ensure that breaches of this policy will be investigated, and if appropriate, that disciplinary action will be taken.
- Monitor decisions on recruitment, selection, training and promotion to ensure that they are based solely on objective and job related criteria.
- Provide training to ensure that all employees understand the nature of discrimination and are fully aware of their responsibilities in implementing its equal opportunities policy.
- Ensure that any grievance involving discrimination or harassment is considered seriously, thoroughly and fairly.
- Periodically review all policies to ensure they are free from bias.
- Review its Equal Opportunities Policy regularly.