

EQUAL OPPORTUNITIES

Policy Statement

The company supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, marital status or disability.

We believe that it is in the company's best interests, and all those who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise.

To this end, within the framework of the law, we are committed, wherever practicable, to achieving and maintaining a workforce, which broadly reflects the local community in which we operate.

Reasonable steps will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job related criteria.

Disability Discrimination

The company and its employees are required not to discriminate against the disabled in the field of employment and in the provisions of goods, facilities and services.

Employees are expected to behave in a non-discriminatory manner towards both the public and colleagues with disabilities. Employees have the right to work in an environment free from discrimination.

It is the duty of Managers & employees to implement this policy.

Discrimination in the field of employment and in the provision of goods, facilities and services is unlawful under the Equality Act.

It is our policy to interview the best applicants with or without a disability who meet the criteria for a job vacancy.

It is our policy not to discriminate against disabled persons in recruitment. Applications for employment from disabled people are welcomed and will be fully and fairly considered, having regard to their aptitudes and abilities, in relation to the necessary requirements of positions being filled.

Disabled employees will be paid at the same rate and enjoy terms and conditions of employment identical to those of employees in the same role.

Cetix aim to ensure that employees with disabilities are given access to Career Development opportunities on an equal basis to other employees. We recognize that it is important that employees with disabilities are not denied opportunities for training, extra responsibility or more demanding work because of pre-conceived ideas about limitations imposed by their disability.

The development of employees with disabilities will be based on a realistic assessment of their ability, with specialist advice where appropriate. Managers are encouraged to address changes in the needs of a disabled employee.

Reasonable support will be given to an employee who finds himself / herself unable to work under the arrangements they were initially employed due to disability. Where practicable, alternative work arrangements will be considered suitable to their experience and abilities e.g. restructuring the job, job share or other flexible work arrangements and redeployment will be considered.

Any employee who harasses or victimises any other employee or client on the grounds of disability will be subject to the disciplinary procedure. In serious cases such behaviour will be deemed to constitute gross misconduct and, as such, will result in summary dismissal in the absence of mitigating circumstances.

Race Relations

Harmonious Race Relations is an integral part of everyday living and working. We are committed to ensuring equality of opportunity, access and treatment both as an employer and as a provider of services.

We believe that any form of racism or racist behaviour, whether deliberate or out of ignorance is unacceptable. Inappropriate language, behaviour or attitudes are not tolerated in any form. All staff are expected to actively discourage racial intolerance and lead by example.

The company is committed to a policy of fair and equal treatment for all staff and visitors. Discrimination on the basis of race, colour, religion, ethnic or national origins, gender, sexuality, physical or mental disability, or for any other reason will not be tolerated.

The company is committed to:

- Tackling racial discrimination.
- Promoting racial equality and good race relations.
- Encouraging, supporting and helping all employees to reach their potential.
- Encouraging and promoting good practice in achieving race equality.
- Ensuring our Policy and related procedures are implemented and followed.

The company requires individuals and organisations delivering services on their behalf to adopt similar standards.

Disciplinary action will be taken against an employee if it is found they have acted in a racially discriminatory way. Breaches of this Policy will be dealt with within the Company's formal disciplinary procedure.

Signed:



Date: 03/01/2024

*Paul Deehan,
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