

The Race Relations Act 1976

The Sex Discrimination Act 1976

The Disabled Persons (Employment) Act 1944 (Amended 1958)

General Statement

1. Elserv Limited regards the promotion of Equal Opportunities for all employees as an objective for the company and its employees at all levels.
2. THE COMPANY POLICY is to do all that is reasonably practicable to eliminate discrimination against any employee and in the recruitment of new employees on the grounds of race, sex, creed or disability by:
 - a. Appointing a senior manager responsible for carrying out the policy and ensuring it is working in practice.
 - b. Making employees aware of the company policy regarding Equal Opportunities and encouraging and training them to work within it.
 - c. Encouraging applicants and provide development training for employees of racial groups who are under-experienced in particular job grades.
 - d. Giving training and guidance to staff engaged in recruitment on the law and company policy regularly reviewing the selection criteria to ensure there are no discriminatory areas.
3. THE COMPANY will provide systems and procedures to ensure that all employees will be entitled to equal pay and conditions of contract irrespective of race, sex, creed or disability where:
 - a. The employee is doing the same job or work of a broadly similar nature
 - b. The employees job, although different has been given an equal value under proper job evaluation scheme
 - c. Work is of equal value in terms of demands made such as effort, skill and decision making.
4. EMPLOYEES and trade unions will be encouraged to actively participate in the Equal Opportunities programme. Any deliberate acts of discrimination will be treated as a disciplinary offence.



Ryan Smith
Director
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