

## 1. Statement of Policy

1.1 Nexus Power is an equal opportunities employer. It recognises that, in the area of equal opportunities, effective policy and practice are a means of maximising the use of resources in the Company's and employees' best interests.

1.2 This policy consolidates the Company's approach to its statutory requirements set down in the Race Relations Act (1976), Sex Discrimination Act (1975), Equal Pay Act (1970), Disabled Persons (Employment) Acts (1944 and 1958), etc.

1.3 The Company recognises that a number of groups can be disadvantaged because of factors such as race, colour, ethnic or national origins, sex marital status or disability. The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on these statutory grounds irrelevant to the requirements of the post.

1.4 It is the Company's objective that this policy remains fully active.

## 2. Recruitment Promotion and Retention

2.1 No job applicant or employee is to be disadvantaged by conditions or requirements which cannot be shown to be justifiable.

2.2 Selection criteria are, and will continue to be scrutinised to ensure that individuals are selected promoted and treated on the basis of their relevant merits and abilities.

2.3 The Company will endeavour, through its auditing process, to ensure that employees making selection decisions do not discriminate.

2.4 Applicants shall be informed that the Company is an equal opportunity employer.

2.5 The normal practice is to advertise internally and externally at the same time. This will ensure that advertisements are aimed at as wide a group of suitably qualified and experienced people as possible.

2.6 All employees will be given equal opportunity and where appropriate, special training to progress within the Company.

2.7 In the event of a redundancy situation the Company will not discriminate unfavourably in its selection for redundancy on the grounds outlined in paragraph 1.3

## 3. Training

3.1 It is the policy of the Company that it will not discriminate in the provision of training.

3.2 The Company will make use, where appropriate, of the provisions of paragraphs 35 and 38 of the Race Relations Act 1976, and section 48 paragraphs 1 and 2, of the Sex Discrimination Act 1975. These paragraphs enable the employer in certain circumstances to provide specific training facilities to a particular racial group or to women or men only.

3.3 The current induction training programme will be broadened to include specific reference to this Policy and its implications for employees.

#### 4. The Disabled

4.1 The Company recognises the special needs of disabled persons and the aim of this policy is to ensure that disabled people secure their full share of employment within the Company.

4.2 The Company will adopt procedures which will give disabled persons full and fair consideration for all vacancies. Training will be provided where necessary. It will give positive consideration to appropriate schemes of assistance provided by the Government Agencies which could result in the engagement of a disabled person or in the retention of the services of a newly disabled employee.

4.3 Disabled employees will be given full and fair opportunities for career development and, where appropriate, special training to progress within the Company's service.

4.4 The Company will recognise the special needs of registered disabled persons faced with redundancies.

#### 5. Conditions of Service and Facilities

5.1 The Company will not discriminate in the interpretation of conditions of service.

5.2 The Company will not discriminate in the provision of facilities to staff.

#### 6. Grievance and Discipline

6.1 Any complaints of discrimination against employees will be pursued through the appropriate Grievance Procedure.

6.2 The disciplinary procedure may be used in the case of breach of policy.

#### 7. Communication, Review and Monitoring of Policy

7.1 The Director's will be responsible for bringing the policy to the attention of all staff.

7.2 The Director's will have overall responsibility for ensuring that the policy remains effective and will consult with the Trades Unions as required.

7.3 The Company will from time to time undertake a broad assessment of its workforce derived from information available to the organisation. All information will be collated and presented in the form of impersonal statistics.

7.4 The policy will be the subject of review which will include a detailed study of a selected area.

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