



Equality Link Consultancy

Equal Opportunities and Diversity Policy

This is the policy statement of Equality Link Consultancy Ltd (ELC) who was established in 2007 to provide disability equality and general diversity training, access audits, auxiliary aids and services to business. ELC also undertake international work concerning the Human Rights of Disabled People by providing consultancy based services and training in disability equality. The Company conducts its business in a socially responsible and ethical manner.

ELC is committed to the principle of fair treatment for all our staff, associates and customers.

We aim to encourage, value and manage diversity and will ensure a working environment in which all people are able to give of their best, that is free from harassment and bullying and that all decisions will be based on merit.

We will not tolerate discrimination on the grounds of race, gender, colour, ethnic origin, religion or belief, disability, age or sexual orientation.

Equality Link Consultancy is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce including contractors and free lance workers will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees, including contractors and sub contractors, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- We value and respect the cultures and traditions of the many communities in which we work. We consult actively with a diverse range of knowledgeable stakeholders to build upon our understanding of the human rights issues present in our operating environments.
- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

- The policy will be monitored and reviewed annually.
- ELC will ensure that all staff, freelance contractors and consultants are made aware of this policy and are committed to working within the ethos set herewith.
- This Policy shall be published on the company website and made available to all interested parties.

Signed & dated

Jaspal Dhani

Owner / Managing Director



Dated: 27 January 2009

Next review date: 27 January 2010