

Equal Opportunities Policy

Equal Opportunities Statement

P & P Cleaning Services wholeheartedly 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, being married or disability. We believe that it is in our company's best interests, and those of all who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment 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.

Every possible step 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.

Action to Implement Policy

- Set an action plan containing explicit, measurable and achievable objectives and targets.
- Provide training and guidance for key decision makers such as managers and supervisory staff and those involved in personnel and management practices.
- Monitor the existing workforce, and the application and effects of the policy.
- Examine and review existing procedures for recruitment, selection, promotion and training.
- Develop mechanisms for resolving grievances about unfair discrimination and harassment.
- Identify and scope for using lawful positive action training and encouragement, and then put the necessary arrangements in hand.
- Review the policy on a regular basis.

Senior managers fully support this policy statement. All employees are responsible for playing their part in achieving its objectives.