

Wetton Cleaning Services Limited believes that a critical factor in its future business success will be the ability to attract staff and clients from all sections of society.

In addition to accepting its responsibilities under the Sex Discrimination Act 1975, the Race Relations Act 1976, the Equal Pay Act 1970 and the Equality Act 2010 together with all related legislation, Wetton Cleaning Services Limited is committed to the broad principles of social justice. Wetton Cleaning Services Limited confirms that equality extends to all services it provides as well as its employment policies and practices.

Wetton Cleaning Services' overall commitment to equality lies in the fundamental belief that all employees have the right to be treated with dignity, respect and guaranteed freedom from discrimination regardless of sex, marital status, colour, disability, religion, ethnic or national origin.

The Company seeks to satisfy its commitment to equal opportunity and diversity through providing services of a high standard, regardless of the ethnic composition of the customer's personnel, or that of the local community, and to ensure, as far as is reasonably practicable, that the staff of Wetton Cleaning Services Limited reflect this ethnic composition.

We actively encourage a diverse workforce which contributes to our strengths, abilities, and success.

Our approach to a diverse workforce ensures that we have an open workplace culture which is built on trust and respect. We value the views and ideas of all our staff which provides advantages for the company and our customers.

Overall aims of the company's equal opportunities & diversity policy are: -

- To achieve a balanced workforce that fully reflects the composition of the relevant labour market.
- To realise the competitive advantage which can accrue from fully utilising the knowledge, skills, and abilities of a diverse workforce.
- To become a preferred employer and provider of the finest services in our field.

To achieve our aims, Wetton Cleaning Services Limited is committed to:

- The promotion of equal opportunities.
- Eliminating racial and disability discrimination by way of promoting equal opportunity in employment.
- Complying with the Commission for Racial Equality Code of Practice.
- Complying with the Equality Act 2010.
- Training all staff on their responsibilities in implementing equal opportunities.

All employees receive a copy of our Equal Opportunities and Diversity Policy. Statements of Terms and Conditions of Employment are written and implemented without regard to race, colour, ethnic origin, nationality, religion or belief, gender or gender reassignment, sexual orientation, marital or civil partnership status or disability.

This policy applies to all our employees, consultants, and temporary agency staff. It relates to all aspects of employment including recruitment, pay, terms and conditions of service, training, transfer, grievance, disciplinary and capability procedures, and to all arrangements for working for Wetton Cleaning Services Limited.

The Managing Director is responsible for the overall monitoring and implementation of this policy. All Directors and Managers are responsible for making sure this policy is put into practice.

Nicola Holmes

Nicola Holmes
Managing Director

Reviewed: **3rd January 2020**