



EQUAL OPPORTUNITIES STATEMENT

Graffiti Busters Ltd is committed to ensuring that its policies and procedures do not involve direct or indirect discrimination. And therefore wishes to provide equal treatment to all.

Employment of Staff

Graffiti Busters Ltd recognises its legal obligations as an employer and aims to ensure that discrimination will not occur in its employment procedures.

The following action will be undertaken to assist minority groups and eliminate discriminatory practices:-

1. When advertising posts, Graffiti Busters Ltd will have regard to the multi-cultural areas within which it operates and not confine recruitment or advertisements unjustifiable to areas which only or mainly provide for applicants of a particular racial group or disproportionately reduce the number of applicants of a particular racial group.
2. When recruiting staff, Graffiti Busters Ltd will advertise posts openly and without subjectivity. The equal opportunities policy will be published by means of a statement contained within the advertisement and by the provision of a copy of its equal opportunities policy to all applicants.
3. Recruitment will not solely be confined to recommendations of existing employees where the workforce is wholly or predominately of one race and the local community is multi-racial.
4. When formal qualifications are criteria in selection, equivalent qualifications gained overseas will be deemed acceptable as a UK qualification.
5. When selecting staff, appropriate measures will be taken to not permit single officers to carry out short listing and interviewing without the content and result of the process being reviewed by the Directors. Shortlist interviews will be undertaken by a minimum of two members of staff.
6. Graffiti Busters Ltd will monitor the effects of its selection decision and personnel practices by maintaining monitoring records at initial and final selection stages.
7. Graffiti Busters Ltd will encourage the employment of staff from minority groups and where permissible will undertake positive action to provide special training facilities for members of such groups as detailed in section 38 of the Race Relations Act 1976.



Positive Action in Administration and Training

Graffiti Busters Ltd will provide internal and external training for members of staff in relation to racial awareness and equal opportunities best practice. Recognition will be equated to all staff members with regard to the awareness of their legal obligations when performing duties and thus promote actively a culture of diversity and equal opportunity.

General Statement

Graffiti Busters Ltd aims to pursue a non-discriminatory approach to all areas of its activities, including employment, selection and treatment of persons with whom it comes into contact.

Individuals or groups will not be treated less favourably because of their race, colour, sexual orientation, ethnic or national origin, gender, marital status, appearance, mental or physical disability, religion, age or due to their vulnerability within society.

Copies of this policy will be provided to all employees at induction training and copies will always be made available for reference at company office and at established site offices.

A full Equal Opportunity Policy is available upon request. This policy and all related policies, programmes and KPIs are reviewed annually, or whenever legislative changes are made.

Signed:

Managing Director

Date: 29th October 2015