

Les Poussins (Milton Keynes) CIC  
EQUAL OPPORTUNITIES  
POLICY STATEMENT



At Les Poussins, we are committed to eliminating discrimination and encouraging diversity amongst our employees. Our aim is that our workforce will be truly representative of all sections of society and each employee will feel respected and able to give their best.

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.

**This policy sets out instructions that all employees are required to follow in order to ensure that this is achieved.**

- There shall be no discrimination on account of disability, race, colour, religion, nationality, ethnic origin, sexual orientation, age, sex or marital status.
- All employees, whether part-time, full-time or temporary, 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.
- 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.
- Employees have personal responsibility for the practical application of the Company's Equal Opportunities Policy, which extends to the treatment of members of the public and colleagues.
- The Grievance Procedure is available to any employee who believes that he or she may have been unfairly discriminated against.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings. Discriminatory conduct and sexual or racial harassment shall be regarded as gross misconduct.

If there is any doubt about inappropriate treatment under the Company's Equal Opportunities Policy, employees should consult a Company Director in confidence.

This policy is fully supported by the Directors and will be monitored and reviewed annually.