

EQUAL OPPORTUNITIES POLICY STATEMENT

It is the policy of Bells IT Support Ltd, that all employment decisions are based on legitimate business needs and the ability to carry out the role to the required standard.

This applies to:

- recruitment and selection procedures,
- terms of employment – including pay, conditions and benefits,
- training, career development and promotions,
- distribution of work, and
- disciplinary and termination of employment.

Bells IT Support Ltd, therefore, provides equal opportunity regardless of sex, sexual orientation, marital status, pregnancy, age, disability, race, religion, ethnic origin or any protected characteristic as defined by the Equality Act 2010.

The principle of this policy also applies to the treatment of visitors, clients, and suppliers by our staff.

It is a collective task to ensure the achievement of an equal opportunity workplace, shared between the employer, as well as employees and contractors. Therefore, all staff and contractors have responsibility to ensure compliance with this policy, by treating colleagues with dignity and respect and not to discriminate.

The Managing Director has overall responsibility for the adherence to equal opportunities and is responsible for the effective implementation of this policy.