

## Equal opportunities policy

### Introduction

BW fully supports the principle of equal opportunities in employment and has agreed this statement with the recognised trade unions. It is in the best interests of BW that the Personnel, talents and skills available, including those of existing employees, are considered carefully when employment decisions are made. BW recognises its legal obligations under the Sex Discrimination Act, Equal Pay Act, Race Relations Act and Disability Discrimination Act, Protection from Harassment Act and Health and Safety at Work Act.

### Aims

BW opposes all forms of unlawful or unjust discrimination on the grounds of gender, marital status or sexuality, colour, race, nationality, ethnic or national origin, disability, age, social background, or religious belief. The Policy aims to ensure no employee or job applicant receives less favourable treatment on any of these grounds, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable.

Every possible step will be taken to ensure that individuals are treated equally and justly. Decisions about recruitment, selection, promotion and training, will be based solely on objective, job-related, criteria. All employees will be encouraged to progress within BW, according to their skills, abilities and potential.

### Responsibilities

Every employee has a responsibility to accept their personal involvement in the practical application of this Policy. Specific responsibilities fall upon managers, supervisors and other employees involved in recruitment, employee administration and training.

The Head of Personnel has specific responsibility for the implementation, monitoring and review of this Policy.