



Equality and Diversity Policy

Prospectus embraces diversity and seeks to promote the benefits of diversity in all of its business activities. It has a policy that applies to both the company and in the services it provides to all its clients.

The company's long term aim is that the composition of the workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.

The purpose of this policy is to provide diversity and equality to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and equally.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

Our commitment

- Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- The commitment to diversity and equality in the workplace is good management practice and sound business sense.
- In order to ensure the effective operation of this policy (and for no other reason) a record will be kept on all employees and job applicants.
- The cooperation of all employees is essential for the success of this policy and to ensure this all staff will receive appropriate training.
- Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The CEO is responsible for the effective operation of this policy.
- This policy will be reviewed periodically.



The law

This policy will be implemented within the framework of the relevant legislation as follows;

- Equal Pay Act 1970 (Equal Value Amendment 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Race Relations (Amendment) Act 2000
- Race Relations Act 1976 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Disability Discrimination Act 2005
- Employment Equality (Age) Regulations 2006