



Policy Statement

GPS is an equal opportunity employer and is fully committed to a policy of treating all of its employees and job applicants equally.

GPS will take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications without regard to race, colour, ethnic origin, nationality, religion or belief, gender, sexual orientation, age, marital or civil partnership status or disability. GPS will also take all reasonable steps to provide a work environment in which all employees are treated with respect and dignity and are free from any form of harassment.

Employees have a duty to co-operate with the company to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination, harassment or bullying. Action will be taken against any employee who is found to have committed an act of improper or unlawful discrimination or harassment.

Serious breaches of this equal opportunities policy will be treated as potential gross misconduct and could render the employee liable to summary dismissal.

Recruitment

GPS is committed to applying its equal opportunities policy at all stages of recruitment and selection. When advertising job vacancies, in order to attract applications from all sections of the community, the Company will, as far as reasonably practicable ensure advertisements are not confined to those publications which would exclude or disproportionately reduce the numbers of applicants of a particular gender, sexual orientation, age, religion or racial group. Advertisements will encourage applications from all suitably qualified and experienced people.

With disabled job applicants, the Company will have regard to its duty to make reasonable adjustments to work provisions, criteria and practices or to work premises in order to ensure that the disabled person is not placed at a substantial disadvantage in comparison with persons who are not disabled.

Equal pay

The Company is committed to equal pay in employment. It believes its male and female employees should receive equal pay for like work, work rated as equivalent or work of equal value.

Complaints

All allegations of discrimination or harassment will be dealt with seriously, confidentially and speedily. The Company will not ignore or treat lightly grievances or complaints of discrimination or harassment from members of a particular race, colour, ethnic origin, nationality, religion or belief, gender, sexual orientation, age, marital or civil partnership status or disability.

A handwritten signature in blue ink that reads 'Helen McClay'.

Helen McClay
Chairperson

November 2014