



Equal Opportunities Policy

Why do we have an equal opportunities policy?

An effectively implemented Equal Opportunities Policy will help us to:

- Provide an environment conducive to the promotion of fair and equal opportunities to all staff
 - Ensure fair treatment for all job applicants and existing members of staff
 - Ensure fair treatment for all others with whom we have contact e.g. contractors and customers
 - Make the best possible use of our existing and potential workforce
 - Improve employment practices and staff morale
 - Attract, develop and retain the good quality staff who are essential for achievement of our business objectives
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- Avoid unlawful or unfair discrimination

Welcomehome Cleaning Limited believes that it is in everyone's best interests to ensure that the experience, talents and skills available throughout this organization are considered when employment or development opportunities arise.

What has it got to do with me?

Equal opportunities impose rights and responsibilities for every member of staff. Everyone has a right to fair and dignified treatment. This means that no-one will be discriminated against nor harassed. Every member of staff has an obligation to ensure fair and dignified treatment. The contribution of everyone will be valued and everyone will be treated purely on their merits. Everyone must act fairly, within Welcomehome policy and the law. Failure to do so may lead to disciplinary action.

The Welcomehome Cleaning Limited Equal Opportunities Policy is issued to all members of staff.

Policy statement

Welcomehome Cleaning Limited is an equal opportunities employer. Our aim is to be fair to everybody and to ensure that no job applicant or employee receives more or less favorable opportunities or treatment on the grounds of, for example:

- Race
- Colour
- Ethnic or national origin
- Nationality (subject to nationality rules)
- Sex
- Sexual orientation
- Marital status
- Disability
- Religion or religious affiliation
- Part-time working
- Trade union membership and duties

There may be limited exceptions for positive action, which is allowed by relevant legislation.

No-one will be disadvantaged by conditions or requirements which cannot be shown to be genuinely necessary for objective reasons. In addition, care should be taken when selection criteria such as shift conditions are set as some applicants may find these more difficult to meet due to their sex, race, marital status or disability etc.

Equal opportunities and equal treatment are the cornerstones of our recruitment and employment policy.