

## **Equal Opportunities Policy:**

- **Race Equality:** Robinwill Group Ltd is committed to promoting a cohesive society and eliminating unlawful racial discrimination. The Authority will promote equality of opportunity and good relations between people of different racial, national and ethnic groups.
- **Disability Equality:** Robinwill Group Ltd will not treat a person less favourably directly or indirectly on the basis of his/her disability and will promote equality of opportunity for people with disabilities.
- **Gender Equality:** Robinwill Group Ltd will not treat a person less favourably directly or indirectly due to gender or marital status.
- **Equality of Employment:** Robinwill Group Ltd will through its policies and training seek to create:
  1. A prejudice free and supportive working environment.
  2. A workforce which reflects the diversity of the local population ensuring that people from all sections of local community have equality of opportunity to obtain employment in all areas and levels of the Robinwill Group Ltd. This will include working with disadvantaged sections of the community to support and encourage recruitment.
- **Accessibility:** The Robinwill Group's services must be accessible and appropriate for all members of its community who might wish or need to use them.
- **Sexual Orientation:** Robinwill Group Ltd will not discriminate directly or indirectly on the grounds of sexual orientation.
- **Gender Reassignment:** Robinwill Group Ltd will not discriminate directly or indirectly on the grounds of gender reassignment.
- **Religion and Belief:** Robinwill Group Ltd will not discriminate directly or indirectly on the grounds of religion or belief.
- **Age:** A person's age will not lead to unfair discrimination.

*Robin Minchin*

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Date: 10/04/2000