



Pedestrian Equal Opportunities Policy

General Principles

- a) Pedestrian is committed to the development of positive policies to promote equal opportunities in employment regardless of employees' sex, marital status, sexuality, creed, colour, race, ethnic origins, age or disability. This principle will apply in respect of all conditions of work, including pay, hours of work, holiday entitlement, overtime and shift work, work allocation, guaranteed earnings, sick pay, pensions, recruitment, training, promotion and redundancy.

Management undertake to draw opportunities for training and promotion to the attention of all eligible employees, and to inform employees of this agreement on equal opportunities.

If any employee considers that they are suffering from unequal treatment on the grounds of sex, marital status, sexuality, creed, colour, race, ethnic origin, or disability then they may make a complaint that will be dealt with through the Grievance Policy

Pedestrian will use their best endeavours to ensure the full implementation of the Policy.

- b) Effective implementation of the Equal Opportunity Policy will be the responsibility of all managers in Pedestrian.
- c) All those involved in the selection and recruitment process will receive a copy of the policy and training will be provided in non-discriminatory techniques.
- d) All employees and job applicants will be made aware of the Policy.
- e) All recruitment undertaken in accordance with the Equal Opportunity Policy.

Recruitment

- a) Job descriptions will contain an accurate description of the duties, will make no reference to gender, and will include only qualifications, tests and criteria that are necessary and justifiable for the effective performance of the job.
- b) All job vacancies, including apprenticeships, will be advertised internally to all sections within and across departments via the normal channels of communication.
- c) Internal and where applicable, external advertising of vacancies will reflect point 2a above, and will include reference to this Equal Opportunity Policy for the purpose of encouraging applications and interest from workers not represented within the job category.





Training

- a) Where Pedestrian feels that training and retraining are relevant and necessary, training opportunities shall be open to all employees regardless of gender, race or religion and dependent only on appropriate skills and/or qualifications. Employees of all grades will be encouraged by Pedestrian to take part in training.
- b) Training in the implications of the Equal Opportunity Policy will be given as part of induction training and in any other training programmes where relevant.

Procedures

- a) Pedestrian will bring to the attention of the workforce, including Managers and Supervisors, the fact that the Grievance or Disciplinary Policy and / or Harassment Policy should be used for dealing with matters of alleged discrimination.
- b) Pedestrian will bring to the attention of the workforce, including Managers and Supervisors, that harassment, intimidation, unfair treatment or discrimination are serious offences which may lead to a warning or summary dismissal under the Disciplinary Policy

Updated: January 2017

BC on behalf of the Trustees of Pedestrian

