

Equal Opportunities - Statement of Intent

RW Hill Piling Ltd believes that diversity is a positive asset and values the contribution made by all members of society. We believe that equality of opportunity has a positive impact on people lives and that it has an important role to play in addressing discrimination, disadvantage and social exclusion in society.

RW Hill Piling Ltd is committed to equality of opportunity both in our work as a provider of professional advocacy and empowerment services and as a responsible and ethical employer.

In keeping with our values and beliefs RW Hill Piling Ltd will not discriminate against anyone applying to work with us, wishing to receive a service from us or applying to become a trustee or volunteer because of any of the following:

- Their race, ethnic origin, or colour,
- Their age, disability, or experience of mental ill health,
- Their religion or creed,
- Their sexual orientation or gender,
- Their marital, parental or carer status,
- Their employment status, financial status or criminal record,
- Their health including their HIV status or any other irrelevant distinction

RW Hill Piling Ltd recognises the need to continuously develop and review our employment and service delivery policies, procedures and processes to ensure decisions are made on the basis of competency, performance, need or ability as appropriate and are not inadvertently discriminatory.

Specific responsibilities for ensuring equality of opportunity fall upon managers, those supervising staff and individuals involved in recruitment and employee administration.

We expect all our staff to promote equality in the workplace and in the services we deliver and to work with us in ensuring fairness towards colleagues and the community we serve.

We are committed to playing our part in the development of a society in which everyone is treated with respect and dignity and their rights are upheld.

Signed on behalf of RW Hill Piling Ltd.



Howard Sidebottom
Director of Health and Safety
01st March 2017

Review Date: 01st March 2018