

### **Equal Opportunities Policy Statement**

The Company is committed to the achievement of equality of opportunity as an employer and in its dealings with customers. The Company aims to ensure that no job applicant or employee of the Company, member or user of psychological services receives less favourable treatment on the grounds of, for example, gender, colour, ethnic origin, nationality, religion, disability, sexual preference or age, or is disadvantaged by terms or requirements which cannot be shown to be justified.

The Company is committed to a programme of action designed to make this Policy effective.

The Company will ensure that it has in place appropriate procedures which can be used by individual customers of staff, customers of the Company and users of psychological services if they feel that they have been unfairly treated in respect of this Policy.

All customers and employees of the Company have an individual responsibility to ensure they comply with this Policy. Specific responsibilities fall upon the management of the Company.

Overall responsibility will rest with the Company.

### **Policy**

The purpose of this Policy is to reaffirm the Company's commitment to equal opportunity both in its responsibilities as an employer. This document seeks to provide a framework of good practice and to create a structure for managing equal opportunity within the Company. The Company is committed to a programme of action designed to make this Policy effective based on the principle of merit, not positive discrimination or tokenism.

Signed by \_\_\_\_\_

Director

