

Equal Opportunities Policy Statement

Urban Futures London Limited is committed to both the principles and practice of an effective and active Equal Opportunities Policy. We aim to create an environment which encourages diversity and enables persons to seek and maintain employment within the company, irrespective of race, sex, disability, ethnic origin, religion, sexual orientation, spent convictions or other differences which cannot be justified. We aim to achieve this by:

- ensuring managers and employees take responsibility for the practical application of the policy which should reflect in their treatment of internal colleagues, external colleagues, agencies and customers;
- providing equal opportunities in recruitment, training, development, publicity and terms and conditions of service;
- making any reasonable changes to the working environment, where practical, to ensure employees with disabilities or special needs are given the same opportunities as able bodied employees;
- ensuring allegations of unfair treatment between colleagues is handled promptly and in confidence; any employee found to have discriminated against another will be liable to disciplinary action that may result in dismissal;
- preventing the victimisation of any person who raises a complaint within the scope of this policy;

This policy will be monitored and evaluated on a regular basis as well as being reviewed 6 monthly by the Equal Opportunities Working Group.

Urban Futures London Limited recognises the Race Relations Act 1976, Sex Discrimination Act 1975, Equal Pay Act 1970, Disability Discrimination Act 1975, Rehabilitation of Offenders Act 1974 and all that these entail.