



#### 1.4 EQUAL OPPORTUNITIES POLICY STATEMENT

Cameron Black acknowledges the desirability of equal opportunities for employment and the observance of the codes of practice as far as it is reasonably practicable. Also we are fully aware and compliant with the recent changes introduced by [The Equality Act 2010](#) which provides a new cross-cutting legislative framework to protect the rights of individuals and advance equality of opportunity for all; to update, simplify and strengthen the previous legislation; and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

The provisions in the Equality Act will come into force at different times to allow time for the people and organisations affected by the new laws to prepare for them. The Government is considering how the different provisions will be commenced so that the Act is implemented in an effective and proportionate way.

We shall comply by;

- Providing protection for people discriminated against because they are perceived to have, or are associated with someone who has, a protected characteristic, so providing new protection for people like carers.
- Providing protection for breastfeeding mothers;
- Applying the detriment model to victimisation protection (aligning with the approach in employment law).
- Extending protection from 3rd party harassment to all protected characteristics.
- Making it more difficult for disabled people to be unfairly screened out when applying for jobs, by restricting the circumstances in which employers can ask job applicants questions about disability or health.
- Making pay secrecy clauses unenforceable.

The intention of the policy is to see that no job applicant or Employee receives less favorable treatment on the grounds of disability, sex, marital status, race, age, colour, nationality or ethnic or national origins, or is disadvantaged by unreasonable conditions or requirements.

Individuals should be selected, promoted and treated on the grounds of their performance, attitude and abilities. All suitably qualified Employees will be given equal opportunity to progress within the organisation.

All those who come into direct or indirect contact with Employees or applicants for employment should ensure that they understand this policy and recognise the part they have to play in its fulfillment.

It is the policy of the Company to encourage the employment and career development of disabled persons. No unnecessary limitations are placed on the type of work that they can perform.



**CAMERON BLACK - Safety, Health & Environmental Policy (Rev 02 April 2011)**

Full and fair consideration will be given to disabled applicants for employment; existing Employees who become disabled will have the opportunity to re-train and continue in employment wherever possible.

**This policy applies to all employees of Cameron Black;**

Date: April 2011

Signed:

A handwritten signature in black ink, appearing to be 'C. Black', written over a faint horizontal line.

Managing Director  
Cameron Black