



24 Hour Service
07802 689 464
Unit 5, Parsons Industrial Estate, Washington,
Tyne & Wear NE37 1HB
Tel: 0191 417 7000
Fax: 0191 419 4114
Email: admin@apollo-doors.co.uk
www.apollo-doors.co.uk

Equal Opportunities Policy

The aim of this policy is to communicate the commitment of the Directors and their employees to the promotion of equality of opportunity in Apollo Doors Ltd.

It is our policy to provide equality to all, irrespective of:

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins, being an Irish traveller)
- disability
- sexual orientation
- age

We are opposed to all forms of unlawful and unfair discrimination. All employees of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on selection, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help our employees to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

Apollo Doors Ltd recognises that there is a statutory duty under the NI Act 1998, to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers, and members of the group alike.

Apollo Doors Ltd is committed to the principles and practice of Equality Apollo Doors Ltd values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

Equality commitments

We are committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated

- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment, and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership

Implementation

The Managing Directors have specific responsibility for the effective implementation of this policy. We expect all employees to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy, we shall:

- Communicate the policy to employees.
- Apollo Doors Ltd will endeavour through appropriate training to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for employment.
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of employees.
- Incorporate equal opportunities notices into general communications and practices.
- Ensure that adequate resources are made available to fulfil the objectives of the policy

Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary.

This policy is fully supported by the Managing Directors.

Ian Topliff (Managing Director)

12/03/2021