

Equality and Diversity Policy

Policy Statement

John Wade are committed to the provision of equal opportunities throughout our operations.

The purpose of the Equal Opportunities Policy is to ensure that equal treatment for training and employment be given to all employees. We will always provide equal treatment to men and women in the terms of their contract of employment if they are employed to do like for like work, equivalent job evaluation or work which is found to be the same value in terms of effort, skills and or decision making.

Employee's personnel achievement within the group will be given consideration prior to seeking the employment of a suitable candidate from outside of the Company. Employees will be considered for positions that become available regardless of age, disability, gender, marriage or civil partnership, pregnancy or maternity, race, religion/belief or sex. The Equality Act 2010 protects people from discrimination within the workplace and recruitment and selection process.

Scope

All our employees shall be made aware of the provisions of this Policy during their employment.

The Equality act 2010 protects people from discrimination in the workplace and covers all aspects of pay and benefits including basic pay, overtime rate, performance related benefits, hours of work, access to pension schemes, non-monetary terms, and annual leave entitlement.

The Gender Pay Regulations and the Equal Pay Regulations are different and should not be combined as the Gender Pay Regulation is concerned with the difference in average pay between men and women over a set period of time no matter of role, where as the Equal Pay concentrates on the pay difference between men and women who are carrying out the same role.

We are responsible for monitoring the implementation of this Policy and for reviewing the Policy and practice in relation to employees. The Managing Director and his Operational Managers have overall responsibility for ensuring that John Wade provides equality of opportunity.