

HR-04 Diversity, Equal Opportunities & Disability Discrimination

Revised 20th November 2014

Issue 1



Equal Opportunities

Hymid promotes equal opportunity for all regardless of race or nationality, colour or ethnic origin, religion, gender, marital status, sexual orientation, age or disability.

Initial employment at Hymid and progression within it, is determined solely by objective criteria, personal performance and merit. As per our recruitment policy which includes people with disabilities.

All employees have the right to work and learn in an environment in which they feel safe, comfortable and respected, free from abuse, intimidation, bullying or any other form of harassment.

Full details or required behaviours and actions may be found in the Company Diversity, Equal Opportunities Disability Discrimination policy (Reference 04).

Diversity and Equal Opportunities

We value all our staff and aim to promote diversity in our workforce. A diverse workplace is one where people are respected as individuals and valued for the positive benefits that a diverse range of inputs, views and experiences can bring.

We are committed to eliminating discrimination and our aim is that our workforce will be representative of all sections of society and where each employee feels respected, able to give of their best and given the opportunity to reach their full potential.

Our policy is to provide quality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexuality, religion or age. We oppose all forms of unlawful and unfair discrimination and would regard any breaches of our policy to be acts of gross misconduct.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude, attitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of our staff will be fully utilised to enable the company to achieve its goals.

Our employment policies will underpin our commitment to diversity and equal opportunities. Especially relevant to this aim are our policies covering recruitment, training and development and promotion.

Anyone who believes that an act of discrimination has occurred (either to them personally or to another member of staff) should inform their manager. If they are dissatisfied with that route, they should take up a formal grievance.

As an employee you have a duty to co-operate with us to ensure that this policy is effective to ensure equal opportunities and to prevent discrimination.

Disability Discrimination

This policy covers staff who become disabled (under the definition in the Equality Act) whilst employed by us. It should be read in conjunction with the Diversity, Equal Opportunities Disability Discrimination policy (Reference 04).

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Should a member of staff become disabled whilst in employment, the company will endeavour to make reasonable adjustments to working conditions to enable them to continue in employment with us. This may involve a transfer to another job, alterations to hours of work, re-training and a review of salary commensurate with the new position. Each case will be judged individually and assessment made with the help of medical practitioners.