



POLICY DOCUMENT

Title:	Equal Opportunities and Diversity Policy		
Date:	August 2010	Review Date:	August 2011
Scope:	All Employees		
Statement:	<p>IOMA Clothing recognises that certain groups of people experience inequality because of their race, gender, sexuality, disability, religious belief and employment status. Other people also experience discrimination and disadvantage because of their age, social class, cultural practices, language, caring and child care responsibilities and illness.</p> <p>IOMA Clothing is committed to developing and promoting effective equal opportunities for all persons to prevent unlawful direct and indirect discrimination in line with the Human rights Act 1998 and Equality Act 2010.</p> <p>In order to achieve these objectives IOMA Clothing will take positive steps to implement a comprehensive programme of action designed to promote equality of opportunities in the delivery of services, the recruitment of its governing body members, employees, and volunteers. All employees will be made aware of this Policy during their Induction Training.</p>		
Purpose and Intent:	<p>IOMA Clothing Ltd is an equal opportunities employer. The Company considers all forms of discrimination to be unacceptable in the workplace. The aim of this policy is to ensure that no employee or job applicant receives less favourable treatment or is unlawfully discriminated against on such grounds as age, disability; gender, sexual orientation, marital status; race, colour, ethnic or national origins; religious beliefs or convictions or on any other grounds that are deemed to be discriminatory either at law or otherwise.</p> <p>The Company will treat seriously all grievances or complaints from employee's on the grounds of discrimination.</p>		
Recruitment and Promotion:	<p>IOMA Clothing Ltd will ensure that all information about vacant posts will be circulated as widely as possible.</p> <p>No recruitment literature will imply a preference for any one group of applicant's unless there is a general occupational qualification that limits the post to a particular group, in which case this will be clearly stated. All literature relating to IOMA Clothing will contain a positive statement that it welcomes all sections of the community. The Company will take all reasonable steps to recruit, employ and promote employees only on the basis of ability, skill and qualification.</p>		
Selection:	All job applicants will be treated equally. Applicants will be considered only their merits and skills for employment, career development and promotion without discrimination.		
Training and Development, Facilities and Benefits:	<p>All employees will be provided with the appropriate training for their role and with development opportunities regardless of their race, sex, colour, age, marital status, nationality, ethnic origin, religious or sexual orientation or disability.</p> <p>The Company will make no distinction based on such grounds between the training, facilities and benefits it provides to its employees.</p>		
Status of Policy:	The Company reserves the right to depart from this policy where circumstances demand it and to review and vary this policy from time to time.		
Signed:	Paul Levinson  Director	Dated:	August 2010