



Brunel Road, Leominster Enterprise Park, Leominster HR6 0LX

### **Equal Opportunities Policy and Codes of Practice**

Alarm Radio Monitoring is committed to the pursuit of customer service excellence, the equality of opportunity and to a pro-active and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity.

The Company is therefore committed to a policy and practice which requires that, any employment appointment, will be determined only by personal merit and by performance. For staff, entry into employment with the Company and progression within employment will be determined only by personal merit and by the application of criteria which are related to the duties and conditions of each particular post and the needs of the institution concerned.

Subject to statutory provisions no applicant for a staff appointment, will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability, sexual orientation, religion, or age.

If any person admitted as an employee considers that he or she is suffering from unequal treatment on any of the above grounds in his or her appointment, or progression through the Company, he or she may make a complaint, which will be dealt with through the agreed procedures for complaints or grievances or the procedures for dealing with bullying and harassment, as appropriate.

The Company will take active steps to promote good practice. In particular it will:

Promote equality of opportunity

Promote good relations between people of different racial groups, between women and men and between disabled and non-disabled people

Have due regard to the need to eliminate discrimination on grounds of race, sex, disability, and all other grounds set out in the statement on equal opportunities

Subject its policies to continuous assessment in order to examine how they affect all under-represented groups, especially ethnic minority staff, women, and disabled staff, and to identify whether its policies help to achieve equality of opportunity for all these groups, or whether they have an adverse impact

Monitor the recruitment and progress of all staff, paying particular attention to the recruitment and progress of ethnic minority staff, women, and disabled staff.

Promote an inclusive culture, good practice in customer service, and assessment, and good management practice, through the development of codes of best practice, policies, and training.

Take positive action wherever possible to support this policy and its aims.

Publish this policy widely amongst staff, together with policy assessments and results of monitoring

The Company will meet all statutory obligations under relevant legislation and, where appropriate, anticipate future legal requirements signalled under EU Directives. The Company's policy is guided by:

Equal Pay Act (1970)

Sex Discrimination Act (1975)

Race Relations Act (1976)

Disability Discrimination Act (1995)

Special Educational Needs and Disability Act (2001)

Human Rights Act (1998)

Race Relations (Amendment) Act (2000)

EU Equal Treatment Framework Directive (2000/78)

and, in addition, the Codes of Practice issued by the Equal Opportunities Commission and the Commission for Racial Equality, together with the Codes of Practice on Disability and Age Diversity. These Codes are not legally binding (though they are admissible as evidence in Employment Tribunals) and the Company supports them fully.

The policy will be amended as appropriate to meet the demands of future legislation.

Further guidance will be issued on the general duty under the RR(A)A to:

Eliminate racial discrimination

Promote equality of opportunity and good race relations and on the specific duties under the RR(A)A to:

Assess the impact of policies on ethnic minority students and staff

Monitor the recruitment and progress of ethnic minority students and staff

Set out arrangements for publishing the results of impact assessments and monitoring

Annexes:

EOC Code of Practice

CRE Code of Practice

DDA Code of Practice

Employment Equality (Age) Regulations 2006

Code of Practice on Race Relations (Amendment) Act

Structure for a race equality action plan (see below)

Race Equality and Action Plan

ANNEX

Structure for a race equality action plan

The proposed structure for the Company's race equality action plan will follow the guidance laid out in the Code of Practice issued by the Commission for Racial Equality for Higher Education Institutions and will:

Set out the Company's commitment to tackling racial discrimination and promoting equality of opportunity and good race relations, and explain what this means for everyone connected with the Company.

Give details of how the Company will monitor and assess the policy's effectiveness.

Clearly define roles and responsibilities so that people know what is expected of them.

Clearly explain what the Company will do if the policy is not followed.

Set out how the Company will publish its monitoring results every year.