

Sole Purpose Productions

Equal Opportunities and Diversity Policy

Statement of Policy

The aim of this policy is to communicate the commitment of the Board of Directors to the promotion of equality of opportunity and diversity in Sole Purpose Productions.

It is our policy to treat equally all members, employees and associates, irrespective of:

- Gender, marital or family status
- Religious beliefs or political opinion
- Disability
- Race of ethnic origin
- Nationality
- Sexual Orientation

We are opposed to all forms of unlawful and unfair discrimination. All full time and part time members, employees, associates and job applicants (actual and potential) will be treated fairly and selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

We are committed to:

- Preventing any form of direct and indirect discrimination or victimisation
- Promoting equal opportunities for men and women
- Securing fair participation for Catholics and Protestants
- Promoting equal opportunities for people with disabilities
- Promoting equal opportunities for ethnic minorities
- Promoting a good and harmonious working environment where all men and women are treated with respect and dignity and in which no form of intimidation or harassment will be tolerated
- Fulfilling all legal obligations under relevant legislation and associated Codes of Practice.
- Taking any necessary positive/affirmative action

Implementation of Policy

The Board of Directors has responsibility for the effective implementation of this policy. Each Director also has responsibility to abide by the policy and help create the environment which is its objective.

In order to implement this policy we will ensure that appropriate training and guidance will be provided for members, employees and associates and that adequate resources are made available to fulfil the aims of this policy.

Affirmative Action

Where appropriate, lawful positive action measures, such as special encouragement in advertisements or special training will be developed. These measures are available to us in certain circumstances, for example where there is an under representation of a particular group in specific areas of work.

Monitoring and Review

Progress on implementing this policy will be reviewed annually by the Board of Directors.

Complaints

Employees and associates who believe that they have suffered any form of discrimination, harassment or victimisation as part of their work with Sole Purpose Productions are entitled to raise the matter with a member of the Board of Directors, who will investigate the complaint confidentially, appropriately and without delay. When the Board has reached a decision on a complaint the complainant will be notified promptly.

These internal procedures do not replace or detract from the right of employees or associates to pursue complaints under any relevant discrimination legislation.

Every effort will be made to ensure that employees or associates making complaints will not be victimised. Any complaint or victimisation will be dealt with seriously, promptly and confidentially.