

1. Lawray Limited seeks to employ a workforce which reflects the diversity of background and culture within which it operates and to provide a working environment free from any form of harassment, intimidation, victimisation or unjustifiable discrimination.
2. Lawray Limited is committed to the promotion of equal opportunities for all staff and applicants. We accept our responsibilities under human rights and anti-discrimination legislation and codes of practice, and the need for positive action to redress inequalities.
3. In promoting equal opportunities, Lawray Limited will develop effective measures for ensuring that all groups and individuals are able to work and study in an environment which is free from discrimination and harassment on the grounds of gender, race, ethnicity, colour, nationality, disability, sexual orientation, age, marital status, family responsibility, trade union activity, religious or political belief.
4. Lawray Limited will treat all individuals openly and fairly with dignity and respect. It shall value their contribution towards providing a quality service to its clients and consultants.
5. As well as implementing policies and practices which promote equality Lawray Limited will actively pursue policies for widening access and enhancing staff and applicants diversity on all sites, with regular monitoring of progress.
6. All staff and applicants are required to comply with this policy and to promote a culture which values diversity and equality of opportunity in all areas of Lawray Limited's recruitment, selection and working environment.
7. Lawray Limited shall ensure that its policies and procedures reflect these principles.
8. Lawrays Equal Opportunities policy, and complaints procedures are detailed within the Employee Handbook.
9. The policy statement is displayed in all offices and the policy is available to all staff.