

EQUAL OPPORTUNITIES POLICY



DTW abides by the Equality Act 2010. As far as possible it also follows the guidance set out by the Equality and Human Rights Commission. DTW has never had any unlawful discrimination finding made against it by any court or industrial tribunal.

DTW is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.

To that end the purpose of this policy is to provide equality 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, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

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 and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

DTW is aware of and respects the existence of a rich diversity of national, religious and cultural traditions within our global society. In the written and visual material we generate and choose to work with, we make every effort to be free from all types of stereotyping. In our role as a major PR marketing and advertising agency we ensure that we do not deliberately or consciously discriminate against any groups of people by our choice of material.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equal opportunities policy will be regarded as misconduct and could lead to disciplinary proceedings.

This policy is fully supported by senior management and has been agreed with employee representatives.

The policy will be monitored and reviewed annually.

Date reviewed: March 2011

Reviewed by: Chris Taylor

Date of next review: March 2012