

**EQUAL OPPORTUNITIES POLICY**

**Statement of Values / Purposes**

**Kings Heavy Haulage (Bristol) Ltd believes that:-**

Kings Heavy Haulage (Bristol) Ltd has a responsibility to provide genuine equality of opportunity to its staff. The staff have a right to study and work in an environment which recognizes the richness that diversity brings to the life of Kings Heavy Haulage (Bristol) Ltd. Indeed, Kings Heavy Haulage (Bristol) Ltd believes that such diversity should be promoted, to ensure that the qualities which staff have to offer are utilized to the full.

**Kings Heavy Haulage  
(Bristol) Ltd**

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**The Policy**

**In order to achieve the above, Kings Heavy Haulage (Bristol) Ltd policy is to:-**

- Provide an environment where individuals can be encouraged to develop to their full potential free from the fear of discrimination or harassment.
- Ensure that sensitivity to the needs of individuals or groups are part of management decisions.
- Ensure that all recruitment and selection for staff is free from any discrimination and allows all candidates to perform to their full potential.
- Enable all staff to participate fully in Staff Development Programmes.
- Ensure that Kings Heavy Haulage (Bristol) Ltd does not discriminate on the grounds of age, class, colour, race, employment status, ethnic origin, gender, marital status, nationality, religion, sexuality, health or disability.
- Work collaboratively with our partners in the wider community to promote equality of opportunity effectively.
- Assist in combating fears and anxieties associated with medical conditions and disabilities to overcome prejudice as an employer.
- Ensure that every effort is made to eliminate harassment through offensive or derogatory behaviour by a member of staff against any group or individual.

**Implementation**

**The policy will be implemented by: -**

- Making the policy known to existing and prospective staff.
- Initiating a programme of action with the aim of raising awareness of equal opportunities issues.
- Ensuring that marketing and publicity materials respect the diversity of the working population.
- Allowing access to training facilities for all staff.
- Communicating to all staff their responsibility for the promotion of equality of opportunity in all areas of their work, functions and social occasions.
- Providing staff with information and guidance that enables them to access appropriate learning programmes.
- Ensuring that the teaching and learning strategies adopted by staff will not be discriminating in relation to any individual group.
- Ensuring that the learning programmes activities and assessment criteria will promote equality of opportunity within the resources available, in relation to any individual or groups.
- Management

**The policy will be implemented by: -**

- The Board of Directors through the Managing Director being responsible for equal opportunities issues.
- Ensuring that all policies are applied fairly and equitably to all staff.
- Monitoring recruitment and selection of staff practices to ensure that the policy to promote equality of opportunity is applied.
- Reviewing Kings Heavy Haulage (Bristol) Ltd equal opportunities measures and procedures in respect of employment.
- Monitoring compliance with statutory directives and Kings Heavy Haulage (Bristol) Ltd policies in respect of equal opportunities.
- Establishing benchmark data and setting targets for continuous improvement relating to the recruitment of staff.
- Producing an annual report to the Board of Directors on equal opportunities issues.

|              |                  |
|--------------|------------------|
| Directors.   |                  |
| Richard King | (Chairman)       |
| Steven King  | (Managing)       |
| Sarah Smith  | (Administration) |
| Pat King     | (Administration) |

Signed: 

Position: *Admin Director*

Name: *S SMITH*

Date: *29-3-22*