

The equal opportunity policy of Trust Utility Management is that in the recruitment, selection, training, appraisal, development and promotion of staff, the only consideration must be that the individual meets, or is likely to meet, the requirements of the post based on their skill and ability. Breaches of the policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

The requirements being met, no job applicant, employee, contractor, client, customer or worker is discriminated against either directly or indirectly on the grounds of marital or civil partner status, age, disability, gender reassignment, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief (or lack of belief), sex or sexual orientation.

Trust Utility Management is committed to provide a working and social environment in which the rights and dignity of all its staff are respected, and which is free from discrimination, prejudice, intimidation and all forms of harassment including bullying.

This Policy means that all employees of Trust Utility Management have the right to work in an environment free from discrimination, prejudice and all forms of harassment or bullying.

The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

Trust Utility Management is committed to a programme of action to ensure that its policy is implemented and monitored at an organisational and individual level.

