



Specialist Manufacture Ltd.

Diversity, Inclusion & Equal Opportunities Statement

Working at Sol Specialist Manufacture means being part of a high performing team delivering excellent service to our clients. We understand that people are our most important asset and it is clearly evident that we perform best by harnessing the collective and complementary skills, knowledge and backgrounds of a rich mix of people who work together in an environment that is fully inclusive and totally respecting of individuals.

We understand that every individual is different, and therefore the way in which SOL provide our services are tailored wherever possible to meet the needs of the individual. We aim to develop a culture and working environment where discrimination in any form is not tolerated on the basis of immutable traits.

Our commitment to diversity and equality extends beyond our own staff and into the communities in which we operate, driven partly by our corporate responsibility as an employer and partly by our business need to continue attracting talented people into our organisation from any background.

Sol Specialist Manufacture is committed to providing fair and equal treatment for all members of staff and job applicants. No member of staff or potential member of staff whether full-time, part-time or temporary, shall receive less favourable treatment or consideration on the grounds of race, colour, religion, nationality, ethnic origin, gender, disability, sexual orientation, marital or family status or will be disadvantaged by any conditions of employment or requirements that cannot be justified. Sexist or racist banter, abuse or harassment will not be tolerated.

Actions being taken:

Every member of staff is advised that the following principles will be applied:

- All members of staff have personal responsibility for the practical application of the Sol Specialist Manufacture Diversity, Inclusion & Equal Opportunities Policy.
- There should be no discrimination on account of sex, race, colour, religion, nationality, ethnic origin, sexual orientation, and marital or family status.
- Sol Specialist Manufacture will appoint, train, develop and promote on the basis of merit and ability only.
- We are focused upon our general duty to eliminate unlawful discrimination and harassment to others.
- Promote equality of opportunity for all
- Promote good relationships between people of different racial groups, cultures, gender, sexual orientation and physical abilities.

We aim to be a disability confident organisation by:

- Understanding how disability affects every aspect of our organisation – people, communities and suppliers.
- Creating a culture of inclusion and remove barriers for disabled people
- Making adjustments that enable specific individuals to contribute as employees, customers & suppliers.
- Not making assumptions on what people can do on the basis of a label.
- Promoting accessibility with particular focus on our people practices, properties, facilities and technology.

- Acknowledging that people have different needs, and working together to meet those needs

Our gender equality objectives are:

- Encourage the recruitment and progression of both male and female employees equally.
- Ensure that the services we provide to our clients are informed and reflect equally the needs of men and women.
- Ensure there are no pay inequalities between men and women employed by Sol who carry out the same job, or a job of equal value.
- Ensure the same opportunities for recruitment, promotion, learning and development exist for men and women.
- Our application forms will be free of sex bias and consequently will not request information which may suggest that Sol wishes to take into account any factors that would, or might, discriminate on the grounds of sex or marriage.

We are going to achieve the above objectives by:

- Complying with legislation & best practice
- Developing a workforce, which reflects our multi-ethnic population and commands confidence of all our diverse communities.
- Reinforcing and consolidating equality and diversity as a core part of the company ethos – and ensure it is reflected in all policies, practices and activities.
- Securing a fair and open working environment in which all staff are respected and discriminatory behavior is deemed not-acceptable.
- Creating and supporting a working environment that enables Sol to retain the skills and recognise the contribution that people make.

Diversity issues are mainstream throughout all training inputs at Sol Specialist Manufacture, and all staff participate in mandatory in-house workshops, aimed at ensuring that our staff are aware of the effect their actions and behaviors could have on others.

We understand that diversity is not a single issue, nor an issue that is unique to Sol Specialist Manufacture: We know that the causes of exclusion pervade our whole culture and society. With this in mind we promote our diversity and inclusion wherever we can and aim to be regarded as a role model organisation with respect to diversity, equality and inclusion.

By this policy statement Sol Specialist Manufacture recognises our responsibilities with respect to diversity, inclusion & Equal Opportunities, and we issue this statement as a commitment of both management and employees to promote inclusion in our company, community and whomever we meet.

Signature: 

Position:.. Director

Date: 1st July 2009

Review Date: 1st July 2010