

# South East Enterprise Limited. EQUAL OPPORTUNITIES Policy Statement and Procedures

February 2007

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## Introduction

*The mission of South East Enterprise (SEE) is to undertake projects which contribute to the economic regeneration of the area. In pursuing this mission, SEE aims to ensure that all people within the community have equal access to the benefits created by the company's activities. We therefore seek continually to eliminate barriers to access and to ensure that there is no less favourable treatment to anyone on the grounds of gender, marital status, race or ethnicity, disability, religion or belief, age or sexual orientation.*

SEE values the diversity of its staff, clients and the local communities in which it operates and promoting diversity and good race relations is integral to all stages of delivering our services.

We are committed to the promotion of equality of opportunity for all and accept our responsibilities under the human rights directives and anti-discrimination legislation for implementing codes of practice aimed at positive action to redress inequalities.

In promoting equal opportunities SEE will develop effective measures for ensuring that all groups and individuals are able to work in an environment which is free from discrimination and harassment on the grounds of gender, race, ethnicity, nationality, disability, sexual orientation, gender identity, age, marital status, family responsibility, trade union activity or religious belief.

We will work towards the elimination of racism whether overt or covert both within the company and in all aspects of our service delivery with sub-contractors and with partner agencies.

We will pursue policies for widening access and enhancing staff and client diversity with monitoring of achievement of these policies.

All employees and contractors are required to comply with this policy and to promote a culture which actively combats discrimination and values diversity and equality of opportunity in all areas of the company's activities. Breaches of the policy will be regarded as misconduct and could result in disciplinary action.