



## **Equal Opportunities Policy Statement**

At Cheshire Specialist Engineering Ltd, we are committed to creating a working environment that promotes equality, diversity, and inclusion for all. We value the unique contributions of every individual and are dedicated to ensuring that all employees, job applicants, customers, and stakeholders are treated fairly and with respect.

We recognise our responsibilities under the **Equality Act 2010** and are committed to preventing all forms of unlawful discrimination, including on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

### **Our Commitments:**

#### **1. Recruitment and Employment Practices**

We will ensure that our recruitment, selection, training, promotion, and employment practices are based solely on merit and the requirements of the role. No applicant or employee will be treated less favourably on the basis of any protected characteristic.

#### **2. Workplace Environment**

We aim to provide a working environment that is inclusive, supportive, and free from discrimination, harassment, and victimisation. We encourage a culture where everyone is treated with dignity and respect.

#### **3. Training and Development**

We will provide appropriate training to ensure our staff understand their responsibilities under this policy and are equipped to support an inclusive workplace.

#### **4. Monitoring and Review**

We will monitor our practices to ensure they are effective in promoting equality of opportunity and will review this policy annually or as required by changes in legislation or business needs.

#### **5. Raising Concerns**

Any employee who feels they have been subject to discrimination or unfair treatment is encouraged to raise their concerns in line with our grievance procedure. All complaints will be taken seriously and handled confidentially and without fear of retaliation.

Cheshire Specialist Engineering Ltd is committed to continuous improvement in equality, diversity, and inclusion, ensuring that these principles are embedded in all aspects of our operations.

**Signed:** 

Steve Evans

**Position:** Director