

Equal Opportunities Policy

Cycling Instructor Ltd wholeheartedly supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on grounds of colour, race, nationality, ethnic or national origin, sex, marital status, sexual orientation, age or disability.

We believe it is in the organisation's best interests, and all of those who work in it, to ensure that human resources, talents and skills available throughout the community are considered when employment or contracting opportunities arise.

To this end, within the framework of the law, we are committed, wherever practicable to maintain a workforce, whether they are employed or contractors, that broadly reflects the local community in which we operate.

Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job related criteria.

Action to Implement Policy

In order to put this policy of equal opportunities into practice in the day to day operation of the organisation we will:

- set an action plan containing explicit, measurable and achievable objectives and targets, this action plan will be made available to the staff;

provide training and guidance for key decision makers such as managers and supervisory staff and those involved with personnel and management practices;
- monitor the existing workforce and the application and effects of the policy;
- examine and review existing procedures for recruitment, selection promotion and training;
- develop mechanisms for resolving grievances about unfair discrimination and harassment;

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- identify any scope for using lawful positive action training and encouragement, and put the necessary arrangements in hand;
- review the policy on a regular basis (at least annually);

Senior managers fully support this policy statement.

All employees and contractors are responsible for playing their part in achieving its objectives