

Diversity and equality of opportunity

Skills & Projects is committed to supporting diversity and equal opportunities in its dealings with clients, their representatives and stakeholders, its own employees, associates and suppliers, and members of local communities and the general public. We are fully committed to creating working relationships based on mutual respect and trust, and to assisting people in reaching their full potential, regardless of race, nationality, ethnic or national origins, marital status, disability, gender, religion or belief, sexual orientation or any other irrelevant factor. We respect and value diversity, promote equality of opportunity, and challenge and strive to eliminate unlawful discrimination. Skills & Projects will only work with clients that do the same.

Equal Opportunities Policy

Skills & Projects is committed to promoting equal opportunities in all its dealings with clients, their representatives and stakeholders, its own employees, associates and suppliers, and members of local communities and the general public. We are committed to ensuring that clients, their representatives and stakeholders, our own employees, associates and suppliers, and members of local communities and the general public are treated solely on the basis of their merits, abilities and potential without any unjustified discrimination on any of the following grounds:

- race (including colour, nationality, citizenship and ethnic or national origins)
- disability
- gender
- sexual orientation
- marital status
- family responsibilities
- age
- trade union activity, membership or non-membership
- political or religious belief
- socioeconomic background
- status as an ex-offender

We oppose any form of discrimination on any of these prohibited grounds unless it is clearly justified for genuine and substantial reasons and is within the law. We also oppose any conduct or activity by any individuals connected to Skills & Projects which is contrary to our policy of promoting equal opportunities or which is likely to bring the Skills & Projects into disrepute in relation to any equal opportunities issues.

Harassment Policy

Skills & Projects defines harassment as behaviour which is unwanted, unreasonable and offensive and which cannot be objectively justified by the relationship between the individuals concerned. We are opposed to harassment in any form and are committed to providing working environments which are free from harassment. Our Harassment Policy applies to harassment on any grounds, but we particularly condemn harassment on any of the prohibited grounds referred to in the statement of the Equal Opportunities Policy.

Skills & Projects is committed to providing effective mechanisms for dealing with complaints of breaches of its Equal Opportunities and Harassment Policies, so that all of those that we work with can feel confident in the knowledge that we will deal with complaints seriously, promptly and impartially at both formal and informal levels.