

Ian Sayer & Co

Equal Opportunities

In order to implement the Partnership Policy, recruitment is made on an open, as is practical, basis for the particular skill base required, i.e. for general appointments the use of local Job Centres, Colleges, Local Press etc. are favoured. For more technical positions, this is extended to National Press, National Technical Press, relevant Institutions, Colleges, Employment Agencies etc.

The Policy is reviewed and updated regularly.

Due to the size of the Organisation all the Employees are individually known to Ian Sayer and consequently monitoring for ethnicity, gender etc. is constantly undertaken.

From our projected workload there is likely to be some growth in the Organisation over the next few years, current monitoring reveals some under-representation of certain groups, obviously any Employment Strategy would be targeted to rectify deficiencies if practical.

Monitoring of Legislation etc. is undertaken by visiting the EOC, CRE and RREAS. Websites and suitable training link thereto should this prove necessary.

Where difficulties occur, advice is sought from the bodies referred to in the last paragraph.

We further include within our Procurement Strategy for individual Building Contract Conditions which will encourage Equal Opportunities.