



Equality at Work

Our Commitment

Everybody's contribution is valued by IDS and our future success depends on the quality of service that we provide to our customers. Valued staff are able to give their best and our goal is to create and maintain a working environment that is fair to all and free from any form of discrimination, harassment, victimisation and bullying.

We want to ensure that all staff have the opportunity to benefit from their employment, training and development which is appropriate to their abilities and regardless of the following protected characteristics.

- ◆ Age
- ◆ Sex
- ◆ Sexual Orientation
- ◆ Race
- ◆ Religion or belief
- ◆ Disability
- ◆ Marriage and Civil Partnerships
- ◆ Gender reassignment or
- ◆ Pregnancy/maternity

IDS recognises that we operate in a diverse, multi cultural society and we will:-

- ◆ Recruit, retain and develop people on merit;
- ◆ Attract the best staff from the widest pool of talent;

Ensure that employment selection decisions are based on objective, open, fair, non-discriminatory job related criteria, and that procedures are consistently applied and evaluated;

Review and improve our procedures and are open and transparent and do not discriminate;

Develop the potential of all staff, in particular, female, ethnic minority and disabled staff will be encouraged to apply, where they are under-represented. We will work positively to identify barriers to progress, including the acknowledgement of domestic circumstances, and take action to remove these or assist, including mentoring, coaching, and training/development;

Regularly train and educate Immediate Reports or others involved in the recruitment, selection and management of people, in order to increase awareness and understanding of equality and diversity issues.

The Directors are fully committed to ensuring that this policy is turned into actions and so they will create an environment of mutual support, tolerance and understanding so that IDS is able to deliver the best service possible to its customers.

Our Managers are accountable and will:

Work to effect a change in behaviour and attitudes through developing a culture where diversity and individuality are valued.

Lead by example.