

Equal Opportunities Policy

Earthly Gains is the trading name of Martin Gibson, sole trader and is an equal opportunity employer; any actions related to staff will be taken within the general principle of ensuring equal treatment for all. Earthly Gains policies and practices will meet our obligations under relevant legislation and follow the guidelines embodied in relevant Codes of Practice.

Policy Objectives

The Company's policy is that there will be no discrimination either positive or negative, against employees, applicants for employment, customers, contractors or visitors, on the grounds of:

- Colour, race, nationality, ethnic or national origin
- Religion or belief
- Gender (including pregnancy and maternity leave)
- Gender reassignment, sexual orientation or married/civil partner status
- Disability
- Age

The suitability of people to operate in any role will be judged on their individual merit and proven or perceived ability to meet the Company's needs in that capacity.

The Company will not discriminate on any of the grounds stated above in the areas of training, development, promotion opportunities, terms and conditions of employment or where disciplinary action has to be taken. Discrimination, either direct or indirect, on grounds of age, sex, race disability, sexual orientation and religion or belief is unlawful and any employee who commits such discrimination will be liable to disciplinary action which could lead to dismissal.

Disciplinary action may also be taken, where there is reasonable proof of bullying, harassment or victimisation, associated with any of the above. The Company will provide guidance and instruction for all staff in the practical operation of this policy. Applicants will be asked to provide details of their national identity, ethnicity, gender, disability, age and religion. This information is for record purposes only and will not be a factor in assessing suitability for any employment related opportunities.

The Company will regularly review the implementation of this policy.

Martin Gibson
Managing Consultant
Sept 18th 2017