

Equal Opportunities Policy Statement

This is the statement of general policy and arrangements for:

Overall and final responsibility for Provision of equal opportunities is that of:

Day-to-day responsibility for ensuring this policy is put into practice is delegated to:


Entertainment Sound Specialists

Phil McDaniel - Partner

Richard John - Partner

Statement of general policy	Responsibility of	Action / Arrangements
The key principles of ESS Equal Opportunities Policy are	Richard John and Phil McDaniel - Partners	provide equality for all <input type="checkbox"/> promote an inclusive culture <input type="checkbox"/> respect and value differences of everyone <input type="checkbox"/> prevent discrimination, harassment and victimisation <input type="checkbox"/> promote and foster good relations across the workforce and with partners
On a day to day basis, ESS will consciously strive to engage, manage and interact with these group area in a way that is fair and only determined by their professional competence and performance. The background, gender or orientation of these groups will be irrelevant to considerations made by partners or staff.	Richard John and Phil McDaniel - Partners	<input type="checkbox"/> age <input type="checkbox"/> disability <input type="checkbox"/> gender (or sex) <input type="checkbox"/> gender reassignment <input type="checkbox"/> race <input type="checkbox"/> religion or belief <input type="checkbox"/> sexual orientation <input type="checkbox"/> pregnancy and maternity <input type="checkbox"/> marriage and civil partnership
To engage and consult with employees on day-to-day working conditions and be sensitive to any concerns about unequal treatment within ESS.	Richard John and Phil McDaniel - Partners	Staff routinely consulted on employment matters as they arise. Incident / situation specific individual reviews carried out when necessary, and as quickly as possible. Any complaint made will be logged in a complaint book so as to allow tracking of any trends and help prevent further occurrences.
To be vigilant for, and take measures to stop and prevent third party harassment.	Richard John and Phil McDaniel - Partners	Staff routinely consulted on employment matters as they arise. Incident / situation specific individual reviews carried out when necessary, and as quickly as possible. Those parties found responsible for harassment will not be re-engaged by ESS
To ensure that ESS staff are expected to invoice at a level commensurate to their ability and professional qualifications and are in no way affected by their background, gender or orientation	Richard John and Phil McDaniel - Partners	ESS have established guidelines which help staff determine which internal level of professional competence they stand at. This is purely based on knowledge, understanding and artistic talent. A checklist exists in each annual handbook generated – e.g. “Working for ESS in 2013”

ESS Equal Opportunities Policy Statement is displayed:	On notice board when entering ESS warehouse inner door
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Signed: (Employer)		Date:	1/1/2020
Subject to review, monitoring and revision by:	Phil McDaniel - Partner	Every:	12 months months or sooner if work activity changes

