

Diversity and Equality Policy

Screenworks is committed to eliminating discrimination, treating people fairly and on merit and encouraging diversity amongst our workforce

Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender (including gender reassignment), marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, age, responsibility for dependants or trade union membership

We oppose all forms of unlawful and unfair discrimination. All employees, whether part-time, full-time or temporary, will be treated fairly and with respect

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation. All managers have an added responsibility to ensure the commitment to equality is reflected in their own attitudes and behaviour, the use of job-related criteria when selecting staff and the willingness to assist staff in resolving issues quickly and effectively

Screenworks commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- Training, development and progression opportunities are available to all staff and based on merit and ability
- Equality in the workplace is good management practice and makes sound business sense
- We will review all our employment practices and procedures to ensure fairness
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings
- This policy is fully supported by senior management and all employees are expected to promote equality in the workplace
- The policy will be monitored and reviewed annually



Duncan Gilmour
Managing Director

Date: 04th January 2022