COMPLETE DRAIN CARE AND REPAIR

S.W.D. Ltd trading as S & D Services. Registration No 1686066. Unit 1, Westford, Chard Junction, Somerset. TA20 4QT
Tel 01460 221442 E-mail info@sanddservices.co.uk www.sanddservices.co.uk

Equal Opportunity Policy Statement

Equality, Diversity, and Inclusion

The company is an equal opportunities employer and will therefore promote equality and opportunity in the recruitment, promotion, remuneration, appraisal, training and development of the staff and otherwise treat them on the basis of their relative merits and abilities. The law requires that no job applicant; member of staff or customer will receive less favourable treatment on the grounds of race, colour, nationality, ethnic, or national origins, sex or marital status. Where the law and or acts of parliament do not prescribe, every effort will be made to avoid discrimination on grounds of disability, religion, political belief, socio-economic background, parental status, age (subject to normal retirement conventions) and sexual orientation unless there is a Genuine Occupational Requirement for certain jobs (GOR).

Equal Opportunity Policy

1. We are an equal opportunity employer and follow the recommendations of the Equality and Human Rights Commission. We will not tolerate ANY discrimination and aim to ensure that no job applicant, employee, trainee or customer is treated unfairly on the grounds of their race, colour, nationality, ethnic origin, gender, disability, sexual orientation, age or religion, having regard to the individual's aptitudes and abilities and the genuine operational requirements of the job.
2. We will take disciplinary action where there is evidence of discrimination, abuse or harassment of any parties.
3. We will appoint a senior manager, Mrs Petra Hallett, Company Secretary to be responsible for implementing equality of opportunity policies.
4. We will communicate clearly too all staff the equal opportunities statement, the relevant disciplinary and grievance procedures and the name and role of the senior manager responsible.
5. We will monitor ALL allegations, to double check that they had been responded to adequately and fairly and according to the policy to ensure equal opportunity for all (subject to GOR)
6. We will monitor recruitment; work allocation, discipline and dismissal procedures to identify any uneven statistical patterns that require further investigation to ensure equal opportunity for all (subject to GOR).
7. When we recruit, we will do so as an equal opportunities employer
8. We will ensure all managers and staff are aware of their responsibilities under the "The Equality Act 2010".

Steve Sampson Managing Director 

Revised January 2025. Next review date January 2026