

Equality & Diversity Policy

Venture is committed to eliminating discrimination 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 their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment, to job applicants and in the way we deal with the public; and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All members of staff and job applicants, whether employed part-time, full-time, on a temporary contract, or as subcontractors, 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.

Our 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.
- 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.
- Equality and Diversity in the workplace is good management practice and makes sound business sense.
- This policy is fully supported by senior management and has been agreed with employee representatives.
- The policy will be monitored and reviewed annually by the Managing Director.



Paul Howe
Managing Director