

Fairway & Kenwood – Equal Opportunities Policy Statement

Kenwood–Fairway Car Services believes that it is in our best interests and our community that we make the best use of the talents of all existing employees and seek to recruit from the widest possible pool of human resources available in our community to enhance the skills and knowledge base of our company for the future.

To that end, Kenwood–Fairway Car Services resolutely endorses the principle of equality of opportunity in employment and opposes all forms of unlawful and unfair discrimination.

In all our recruitment and selection activities, we will adopt practices and procedures that will seek to ensure that no person receives less favourable treatment, whether directly or indirectly, on grounds of race, ethnic or national origin, sex, marital status, disability, age, political or religious belief or any other personal characteristics that has no bearing on their ability to perform a job. Whilst the main responsibility for providing equal opportunity is that of Kenwood–Fairway Car Services, individual employees at all levels also have responsibilities. Tackling discrimination requires a commitment by all. In particular, individual employees MUST NOT:-

Themselves discriminate, for example as supervisors or a person responsible for selection decisions.

Encourage or attempt to encourage other employees to practice unlawful discrimination such as refusal to accept employees from particular racial groups.

Harass abuse or intimidate / victimise other employees & members of the public.

Each employee will be responsible for his or her own behaviour being acceptable within the terms of the Policy. It is a condition of service that employees adhere to Kenwood–Fairway Car Services Equal Opportunities Policy.

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