

Equality Policy Statement

IDS aim to provide an environment with respects and value the positive contribution of all its members so enabling them to achieve their full potential and to gain benefit and enjoyment from their involvement in the life Company.

To achieve this aim, IDS acknowledges the following basic rights for all its members and prospective members:

- To be treated with dignity and respect
- To be treated fairly with regard to all procedures, assessments and choices
- To receive encouragement to reach their full potential

These rights carry with them responsibilities and IDS require all its members to recognise these rights and to act in accordance with them.

The company will comply with all relevant legislation and good practice and will not tolerate any individual receiving less favourable treatment on grounds of religious or political beliefs, gender, sexual orientation, family circumstance, race or ethnic origin, nationality, age social or economic class or disability, nor be disadvantaged by any other condition or requirement which is not relevant to good practice and cannot be shown to be justifiable.

It is expected that all staff adhere to this policy and any breach of it may be dealt with under the staff disciplinary procedures as appropriate.

The company aims to:

- Ensure that the equal opportunities policy statement, accompanying codes of practice and other relevant policies and procedures are widely distributed throughout the institution.
- Establish support systems for staff which feel themselves subjected to discrimination.
- Provide training to ensure that equal opportunities principles inform the teaching and learning processes for staff.
- Ensure that the physical environment and buildings reflect the needs of disabled staff.
- Ensure that traders, contractors, institutions or individuals who interact with the company are aware of this policy.
- Regularly review and monitor all institutional policies and practices to ensure compliance with equal opportunity practice.

J. W Barnett

J W Barnett
Managing Director

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