



THE EMPLOYEE DEVELOPMENT FORUM LTD

EQUAL OPPORTUNITIES POLICY STATEMENT

INTRODUCTION

The EDF is committed to treating all apprentices fairly and responsibly. Our equal opportunities policy forms an integral part of meeting the requirements of, The Sex Discrimination Act 1975, Race Relations Act 1976, Disability Discrimination Act 1995 and the Employment Equality Regulations 2003. These state that we must not discriminate on the grounds of sex, race or disability, which is unlawful, and we recognise that discrimination is not acceptable. The Acts promote equal opportunities policies whereby no employed apprentice or apprentice applicant is discriminated against either directly or indirectly on such grounds as race, colour, ethnic or national origin, sex, marital status, responsibility for children or dependants, disability, sexual orientation, religious or political beliefs. The EDF Ltd is fully committed to promoting equal opportunities.

For equal opportunities policies to be effective they must be followed by all of those people they affect. Everyone working with or associated to The EDF must comply with these policies.

The EDF recognises that the promotion of equal opportunities involves more than just a commitment to remove discrimination. We are committed to positive action, as distinct from 'positive discrimination'; to enable all individuals to develop they're full potential.

RECRUITMENT AND SELECTION

Our recruitment practices for young people will be kept in accordance with the Equal Opportunities policy and the Recruitment Policy.

Any advertisements for apprentice vacancies posted by the employer or The EDF will be in accordance with the necessary legislation affecting the work place and this policy.

No unnecessary restrictive qualifications will be demanded when considering potential candidates for the available jobs. Criteria and procedures will be kept under review to ensure that individuals are recruited solely on their merits and abilities

Paul Kendall
Managing Director

April 2008

