



Equal Opportunities Statement

Employees need to be aware that the LDBF is committed to the principle of equal opportunity in employment and the workplace.

Accordingly, management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant or employee receiving less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, class or caste, religious belief or lack of religious belief (unless this is an occupational requirement), disability, trade union membership or non-membership, gender or sex, sexual orientation, marital status, age, responsibility for dependents or being a part-time or fixed term worker. The LDBF's objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

Management has the primary responsibility for successfully meeting these objectives by:

- Not discriminating in the course of employment against employee or job applicants;
- Not inducing or attempting to induce others to practise unlawful discrimination; and
- Bringing to the attention of employees that they will be subject to action under the Disciplinary and Dismissal Procedure for discrimination of any kind.

Employees can contribute by:

- Not discriminating against fellow employees, customers, suppliers or members of the public with whom they come into contact during the course of their duties;
- Not inducing or attempting to induce others to practise unlawful discrimination; and
- Reporting any discriminatory action to their line manager.

The successful achievement of these objectives necessitates a contribution from everyone and we all an obligation to report any act of discrimination known to us.

If any employee considers that they are a victim of discrimination they should raise the issue using the Grievance Procedure.

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