

## Our equality and diversity statement.

**Cohesion is fully committed to the values encompassed within the Race Relations Amendment Act 2000 and is taking positive steps to ensure that they become integral to the way it carries out its relevant functions. This will assist us in achieving a more ethnically diverse staff, attracting and retaining able staff, securing high morale, and ensuring good practice in management processes.**

We have made a commitment, set out in our corporate strategy, to widen opportunities to staff. Staff will be appointed, trained, assessed, promoted and otherwise treated solely on the basis of their relevant merits and abilities. Annual monitoring is undertaken as part of the Equal Opportunities Policy to ensure that these aims are realised. A job evaluation scheme is in place to ensure that equal pay is given for work of equal value.

Our policy is designed to embrace the issues of equal opportunities and race equality and the wider objectives of the respect and celebration of diversity throughout our company. It reflects our business philosophy and belief that all communities should be valued and respected. We endeavour to establish priorities and take actions to promote race equality goals and beliefs. Our policy will continue to grow and develop but, by definition, will continue to be a work in progress throughout our company.

Cohesion will actively promote equal opportunity through the application of employment policies to ensure that individuals receive treatment that is fair, equitable and consistent with their relevant aptitudes, potential, skills and abilities.

In particular, no applicant or employee will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job, or which constitute indirect unfair discrimination.

All service conditions will be reviewed to ensure they do not discriminate against any particular group, but provide for the varying needs of the entire workforce.