

Equality and Diversity Statement

Junction42 Limited supports and recognises that we serve a diverse society. That is a society made up of men and women; of people of different races, cultures and religions; of people with and without disabilities; of young people and older people; of straight and gay people; of people with and without caring responsibilities; and of people with many other differences. We recognise, respect and value that diversity and will strive in all we do to serve the interests of people from all sections of society. We will also strive to become an organisation that reflects more fully the diversity of the society we serve and truly values the contributions which employees from all sections of society make to our work. In particular we will:

- In the development of our policies, take account the interests of all sections of society and fully comply with all legislative requirements.
- Ensure that wherever possible the services we provide will be for the needs and expectations of all our service-users
- Seek to influence others with whom we work, or from whom we purchase goods and services, to share our commitment to valuing the diversity of our society.
- We will, to meet our business objectives: provide real equality of opportunity in the recruitment, development and promotion of all our employees irrespective of; race, nationality, colour, ethnic or national origins, religion, sex, marital status, disability, sexual orientation, age, gender reassignment, work pattern, membership or non-membership of a Trade Union and/or Corporate Staff Network or any reason which is irrelevant to the employee's ability to do the job
- Eliminate unfair discrimination and harassment in our workplaces; extend family friendly working practices develop all our employees to their maximum potential and make the best use of their different talents offer positive action training and development, where appropriate.
- We will set ourselves goals with measurable outcomes to assess our progress towards becoming a diverse organisation providing excellent service to all sections of society.

Adrian Morris (Managing Director)

