



Race Equality Policy - Equal Opportunities Statement

N.E.R.C. promotes equality of opportunity in respect of every aspect of its provision. Our policy and practice will seek to provide an environment that is free from discrimination against all staff and others.

N.E.R.C. will ensure that all staff, current or prospective, are treated solely on the basis of their merits, abilities and potential. N.E.R.C. will seek to prevent any form of unlawful or unfair discrimination, and will be concerned with the prevention of direct and indirect, overt and covert discrimination on grounds of race, colour, ethnic origin, nationality, religious belief, gender, sexual orientation, disability, age, marital status, family circumstances, citizenship, social and economic status, or any other irrelevant individual differences.

N.E.R.C. is committed to fairness in its practices and in meeting the needs of our staff. Where appropriate and within our means, we will take positive action to meet these commitments.

In order to achieve this aim, N.E.R.C. will seek to:

- **promote good relations between individuals from different groups;**
- **recognise and develop the diversity of background, skills and talent within its current and potential employees;**
- **foster a culture based on trust and mutual respect;**
- **collect and monitor data to assist in the identification and removal of barriers to the equality of opportunity;**
- **communicate to staff and others the promotion of equal opportunities and N.E.R.C's procedures to sustain it;**
- **deal with breaches of policies and procedures in accordance with the staff disciplinary process.**

This Statement applies to all N.E.R.C. staff and to all activities associated with N.E.R.C, whether or not on N.E.R.C. property.

The Company Director is responsible for the overall implementation of this Statement and requires that N.E.R.C. procedures and practices are consistent with it.

All staff, through their department manager, are responsible to the Company Director for the implementation of the Statement and its underlying policies in their area of responsibility.

The Equal Opportunities Statement was adopted by N.E.R.C. on 30 June 2003.