

The equal opportunity policy of Trust Utility Management is that in the recruitment, selection, training, appraisal, development and promotion of staff, the only consideration must be that the individual meets, or is likely to meet the requirements of the post.

The requirements being met, no employee will be discriminated against on the basis of their sex, race, colour, ethnic origin, nationality (within current legislation), disability, sexual orientation, marital status, caring or parental responsibilities, age, or beliefs on matters such as religion and politics.

Trust Utility Management is committed to provide a working and social environment in which the rights and dignity of all its staff are respected, and which is free from discrimination, prejudice, intimidation and all forms of harassment including bullying.

This Policy means that all employees of Trust Utility Management have the right to work in an environment free from discrimination, prejudice and all forms of harassment or bullying.

Trust Utility Management is committed to a programme of action to ensure that its policy is implemented and monitored at an organisational and individual level.