



South Bank Centre Equal Opportunities Statement of Intent

The South Bank Board (SBC) is committed to equality of opportunity in all its employment practices. SBC aims to ensure that any potential or actual employee does not receive unfavourable treatment as a result of discrimination or harassment. In particular this includes unfavourable treatment on the grounds of race, colour, ethnic or national origins, marital or parental status, sex, sexual orientation, disability, religious beliefs, age, size or HIV anti body status (including diagnosed AIDS).

SBC seeks to continue to develop a working atmosphere in which employees have regard for one another's rights and everyone is treated with respect and dignity.

SBC is committed to regularly reviewing its existing employment policies and procedures and to continuing to develop new ones that do not discriminate and which ensure equality of opportunity.

The overall responsibility for ensuring equality of opportunity lies with the Chief Executive and the Directors.

Specific responsibilities for ensuring equality of opportunity fall upon managers, supervisory staff and individuals involved in recruitment and employee administration.

It is the duty of all employees to accept personal responsibility for practical application of this statement of equal opportunity and to co-operate with Management to ensure that discrimination and harassment are prevented and eliminated. Employees will be required to attend equal opportunities training.

SBC will seek the commitment of the recognised trade unions in supporting this statement and any equal opportunities initiatives. SBC will continue to consult with the recognised trade unions on equal opportunities matters.

SBC is committed to raising awareness of equal opportunities issues through appropriate training, guidance and circulation of this statement. This statement will be made available to all employees and job interviewees as well as other relevant parties such as recruitment agencies. Where appropriate, SBC will encourage job applications from under represented groups.

SBC aims to continue to develop effective mechanisms for the monitoring of equal opportunities.

The Equal Opportunities Working Party will play a key role in reviewing employment practices, policies and procedures. It will make recommendations to Management, which help to build on an equal opportunities environment at SBC. The Working Party will communicate progress on equal opportunities matters to staff by Email and notice boards. Members of the Working Party positively welcome feedback from employees on equal opportunities issues.

SBC is committed to making this statement properly effective.