



Equal Opportunities

Everyone in our society should have an equal chance to benefit from training and work opportunities. At Enterprise South Devon, we have a duty to promote the importance of equal opportunities to all employers and to ensure the businesses we deal with are able to comply with their requirements on equal opportunities.

What do we mean by 'equal opportunities'?

We mean men and women, people of any race, and disabled people must have equal opportunities in their employment with you. This means that their differences must not put them at any disadvantage when you offer jobs, training and promotions. Your procedures must make sure that every job applicant, and employee, is treated as an individual. This may mean treating people **differently**, for example by making a reasonable adjustment, in order to ensure that they are treated **fairly**. In some areas, this may need positive action from you – for example, with targeted training – to help people who often miss out: women, people from minority ethnic communities and disabled people. Training can also equip employees with the skills they need to compete equally for jobs.

Why Should we do it?

Any industry will benefit from offering equal opportunities, but tourism and hospitality has even more to gain. By drawing talent from the widest possible pool, it ensures a workforce that is better equipped to support the wide and diverse needs of the changing customer markets. Equal opportunities also make good financial sense;

- making it easier to find new employees
- a broader mix of people creating a vibrant and evolving staff culture
- creating a more inclusive place to work, benefiting all your staff;
- a stronger, more positive business identity; and
- a better reputation as a socially responsible business.
- increasing managers' understanding and compliance with employment law reducing the potential for costly claims by mistreated employees

Where can we find out more?

There are numerous websites and organisations which can give you further information on Equal Opportunities. The local Government Office for the South West in Plymouth has a detailed Equal Opportunities toolkit on its website, www.gosw.gov.uk. Alternatively, write to or telephone the Equal Opportunities Commission at 36 Broadway, London, SW1H 0BH, Email: info@eoc.org.uk, Fax: 0207 222 2771, Tel: 0207 222 1110

This program is funded in part by the European Social Fund.