



EQUAL OPPORTUNITIES POLICY STATEMENT

TMP is committed in its pursuit to equality of opportunity and to a pro-active and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity

TMP is therefore committed to a policy and practice which require that, for employees, entry into employment with the Company and progression within employment will be determined only by personal merit and by the application of criteria which are related to the duties and conditions of each particular post.

Subject to statutory provisions no applicant for a position within the company, or existing employee, will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability, sexual orientation, religion, or age. The employee's ability to perform the job will be the primary consideration.

If any person appointed as an employee considers that he or she is suffering from unequal treatment on any of the above grounds in his or her appointment, or progression through the Company, he or she may make a complaint, which will be dealt with through the agreed procedures for complaints or grievances or the procedures for dealing with bullying and harassment, as appropriate.

THE COMPANY WILL TAKE ACTIVE STEPS TO PROMOTE GOOD PRACTICE. IN PARTICULAR IT WILL:

Promote equality of opportunity

Promote good relations between people of different racial groups, between women and men and between disabled and non-disabled people

Have due regard to the need to eliminate discrimination on grounds of race, sex, disability, and all other grounds set out in the statement on equal opportunities

Monitor the recruitment and progress of all employees, paying particular attention to the recruitment and progress of ethnic employees, women, and disabled employees.

Promote an inclusive culture, good practice in teaching, learning, and assessment, and good management practice, through the development of codes of best practice, policies, & training.

Take positive action wherever possible to support this policy and its aims.

The Company will meet all statutory obligations under relevant legislation and, where appropriate, anticipate future legal requirements signalled under EU Directives. The Company's policy is guided by:

Equal Pay Act (1970), Sex Discrimination Act (1975), Race Relations Act (1976), Disability Discrimination Act (1995), Special Educational Needs and Disability Act (2001), Human Rights Act (1998), Race Relations (Amendment) Act (2000), EU Equal Treatment Framework Directive (2000/78)

The policy will be amended as appropriate to meet the demands of future legislation.

Signed:

A handwritten signature in blue ink, appearing to read 'DCole', is written over a light blue rectangular background.

David Cole
CHAIRMAN

Date: 24th September 2004