

Equal Opportunities Policy

It is the policy of Andrew Boyle Associates Ltd not to discriminate against any person on grounds of race, gender, disability, sexual orientation, religion or age. However, there are some aspects which might inadvertently militate against the employment of particularly disabled people.

Andrew Boyle Associates Ltd only employs one full time person, namely Andrew Boyle, who operated mainly from home as an independent consultant engineer. Occasionally Andrew works outside these premises mainly at other people's premises, often clients' premises. In such cases he would expect to be covered by the equal opportunities policies of those clients. However, should he employ on a short term basis temporary staff as he has done for certain assignments, the access to his house is up a steep drive and has a number of steps up to the front door. Therefore it would not be suitable for a disabled person. In the event that Andrew employed someone for a short period the agency would need to be made of this fact so that no disabled person is put forward. It does not seem sensible bearing in mind that such occurrences are rare, to make expensive modifications to the approach to the house for such reasons.

Because the workplace is also a private home Andrew would expect any person that comes there to work should respect that and not carry out any activities which would cause offence to Andrew or other occupants of the home.