

People Policy Statement



The Clancy Group Plc



Our Commitment

The Clancy Group Plc is committed to the development and management of a competent workforce that supports business and personal goals, targets and needs. As an employer, a service provider and a family business, our organisation is committed to ensuring that everyone that we interact with is treated fairly and equally. We take positive steps to ensure that all current and prospective employees and service users have equality of opportunity and are not discriminated against.

The Clancy Group Plc recognises that good communication and personal integrity are essential to the success of a sustainable business and that continual improvement in line with requirements of our management system is required to achieve expectations.

Our Policy

The Clancy Group Plc, its operational boards and managers will:

Comply with all employment related legislation and approved codes of practice.

Carry out annual performance reviews to identify company training needs and individual development plans to increase company potential and realise 'Best in Class' performance.

Provide appropriate instruction, information, supervision and training to support relevant company policies and qualifications for continued professional development.

Follow a policy of promotion, where every employee's contribution is recognised equally for the continued efficiency and effectiveness of the organisation.

Ensure that we recruit people that have the correct competencies for their role in our business at all levels.

Recognise that diversity is an essential attribute to achievement and welcome and encourage the differences that a diverse culture brings.

Seek to actively promote a diverse workforce to reflect the diverse communities within which we work.

Monitor, audit and review the effectiveness of the People Policy and undertake improvement actions where necessary.

Our Key Responsibilities

The Clancy Group Plc Board is accountable for workforce development, equal opportunities and resource management matters and requires its operational boards and their managers to be responsible for the operation of the People Policy within their areas of control.

All employees, contractors and others have a legal duty to refrain from discriminatory acts and omissions during the course of their work activities. Similarly employees should identify their own training needs and must apply this to their work.

Our Organisation

The organisation and arrangements for implementing this policy are detailed on The Clancy Group's management system. Each Director is responsible to the Joint Chairmen for the implementation of the policy within their areas of control.

The relevant manager is responsible for the introduction and maintenance of supporting management systems to ensure compliance with the policy.

Signed for and on behalf of The Clancy Group Plc



K.T. Clancy
Joint Chairman
February 2009

