

EQUALITY AND DIVERSITY POLICY

The purpose of this policy is to provide diversity and equality to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and equally.

All customers and clients will be made aware of the policy and of their right to fair and equal treatment.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- The commitment to diversity and equality in the workplace is good management practice and makes sound business sense.
- Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management and has been agreed with trade unions and/or employee representatives .
- The policy will be monitored and reviewed annually.
- Implementation of this policy is the responsibility of Mr. R.K. Bundock and Mr. T.J. Deacon, Joint Managing Directors.
- This policy, the relevant disciplinary and grievance procedures and the name of the senior manager responsible, will be communicated clearly to all staff.
- All recruitment, work allocation, discipline and dismissal procedures will be monitored and may require further investigations.
- All managers and staff will be made aware of their responsibilities under this Equality and Diversity Policy.

This policy will be implemented within the framework of the relevant legislation, which includes:

- Equal Pay Act 1970 (Equal Value Amendment 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Protection from harassment Act 1997
- Race Relations (Amendment) Act 2000
- Race Relations Act 1976 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Disability Discrimination Act 2005
- Employment Equality (Age) Regulations 2006

Signed 

Position Joint Managing Director



Position Joint Managing Director & Safety Officer

Date: 6th May 2010