

4.0 Equality Policy

We have committed to the policy of equal treatment of all our employees, applicants and others who may be involved in our company undertakings and we require all our employees, of whatever grade or authority, to abide by and adhere to the requirements of the Equality Act 2010.

The following specific discrimination is prohibited within our company:

- Treating any individual on grounds of sex, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation, disability or membership or non-membership of a trade union, less favourably than others;
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their employment, which is different to the requirements for others;
- Imposing on individual, requirements that are in effect more onerous on that individual than they are on others. For example this would include applying a condition (which is not warranted by the requirements of the position), which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex;
- Victimisation of an employee including acting against any form of discrimination or harassment, or instructed or put under pressure to discriminate against someone on the above grounds;
- Harassment of an employee (which for the purpose of this policy is regarded as discrimination);
- Any other act or omission of an act, which has as its effect the disadvantaging of an employee or applicant against another, or others, purely on the above grounds. Thus, in all disciplinary matters, as well as consideration for training, promotion etc. - it is essential that merit, experience, skills, and temperament be considered as objectively as possible.

We will commit our company to the immediate investigation of any claims of discrimination on the above grounds, and, where such is found to be the case, a requirement that the practice cease forthwith, and to the investigation of any employee accused of discrimination. The Managing Director may be contacted directly if the discrimination is being undertaken by their immediate manager or supervisor; further information can be found within our disciplinary procedure.

Any employee (no matter what level) found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms against company policy and any employee offending will be dealt with under the disciplinary procedure. Unless assurances of future non - discriminatory actions are forthcoming, an employee repeating any act of discrimination may be dismissed.

We recognise the right of an employee to belong to or not to belong to, a trade union, and membership or non - membership of such a union will not be considered in any way during the career of the employee.

We will commit our company to the employment of disabled personnel whenever possible and will treat such employees in aspects of their recruitment and employment in the same manner as other employees, the difficulties of their disablement permitting to the job position. We are aware that the disability discrimination under the Equality Act 2010 gives disabled people rights in the way they receive goods, service, or facilities.

As service providers

- We must not treat disabled people less favourably because of disability;
- We must make "reasonable adjustments" for disabled people, such as giving extra help or changing the way services are provided;
- We must make necessary "reasonable adjustments" to our premises so that there are no physical barriers stopping or making it unreasonably difficult for disabled people to use the services.

All employees will receive equal value of pay and benefits relevant to the position within the company regardless of their sex, level of education and understanding and their nationality. All employees will be checked to ensure their eligibility to work in the UK at the end of any interview process to prevent against discrimination. All interview processes will be advertised in a non-discriminatory way to ensure that it can be viewed by a wide range of people and open to all candidates regardless of sex, racial group, disability, age, sexual orientation, religion or beliefs.

This policy will be displayed at the company office and has the full backing of the Managing Director and made available at all major places of work for reference. Clients will be contacted for customer feedback on a random basis to monitor site-based employees, to ensure that our policy is being adhered to. Feedback will be discussed at monthly meetings to ensure that our targets are being met.

Signed: 
Mr. Bradley Rees, Managing Director

Date: 1st July 2020