

Equal Opportunity Policy Statement

The Company is committed to the principal of equal opportunity in all employment matters and declares its opposition to any form of less favourable treatment. The Company recognises that it is the duty of it and all employees to accept their personal responsibility for fostering a fully integrated community at work by adhering to the principles of equal opportunity and maintaining a harmonious working environment.

All employment decisions will be made with regard only to the requirements of the job and the capabilities of the individual to fulfil the core elements of that job and shall not be influenced by any unlawful consideration of discrimination.

Types of Discrimination

There are four types of discrimination:

Direct discrimination – which is treating a employee less favourably than others are or would be treated in the same or similar circumstances relating to age, disability, gender reassignment, race (colour, nationality, ethnic or national origin), religion or belief, sex, sexual orientation, marriage & civil partnerships, pregnancy and maternity.

Indirect discrimination – which occurs when a provision, criterion or practice, operates to the detriment of people relating to a particular characteristic, (age, disability, gender reassignment, race (colour, nationality, ethnic or national origin), religion or belief, sex, sexual orientation, marriage & civil partnerships), which cannot be shown to be a proportionate means of achieving a legitimate aim.

Harassment – which occurs when unwanted conduct has the purpose or effect of violating the recipient's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient; relating to the recipient's protected characteristic (age, disability, gender reassignment, race, religion or belief, sex and sexual orientation). For example, the use of threatening, abusive or insulting behaviour or language which includes the display of pictures or other offensive decoration and the demanding of sexual favours which cause people to feel threatened or intimidated or impact their dignity.

Victimisation – which is the taking of action against people who have brought proceedings of alleged discrimination or who give information or evidence in such proceedings.

Other types of discrimination

In addition to the protected characteristics noted above, it is unlawful to discriminate due to trade union membership or non-membership or being a part time or fixed term worker.

Responsibility

All employees have a responsibility for their own actions and should ensure that by commission or omission they do not infringe this policy. Specifically, the Company will ensure that:

Management will: -

- Not discriminate in its decision-making processes.
- Not participate in discriminatory behaviour or behave in a way that is capable of being interpreted as harassment.
- Discourage employees under their control from participating in discriminatory or harassing behaviour.
- Bring to employees' attention that any participation in discriminatory or harassing behaviour will be treated as a disciplinary offence which in its most serious forms is considered to be Gross misconduct.

Employees will:

- Assist management to uphold the Equal Opportunities Policy.
- Not behave towards their fellow employees, customers, or any other person in a discriminatory or harassing manner.
- Not encourage others to behave in a discriminatory or harassing manner.
- Report any discrimination or harassment to management

David Wilson

Compliance and Health & Safety Manager

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