



A J MECHANICAL SERVICES

## **EQUALITY** POLICY



A J MECHANICAL SERVICES

## Revision Record Sheet

To ensure that this Equality Policy, remains current and sufficiently meets our business needs we ensure that it is reviewed at least annually either by ourselves or external by 'Logic Safety Solutions Ltd' (consultants). The policy will additionally be revised in the light of legislative or codes of practice and organisational changes. Improvements will be made to the management by learning from experience and the use of established reviews.

The record below is evidence of these reviews and what (if any) changes have been made.

This record **MUST** be completed by any person conducting a review of the Equality Policy and then accepted by a senior member of A J Mechanical Ltd.

<b>Issue number</b>	<b>Issue date</b>	<b>Description of Change</b>	<b>Approved by</b>
01	August 2017	First Issue v1 Policy	Tony Boyle
02	February 2020	Second Issue v2 Policy	Tony Boyle

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## 1 INTRODUCTION

A J Mechanical Services Ltd is committed to encouraging equality and diversity among its workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The organisation, in providing goods and/or services is also committed against unlawful discrimination of customers or the public.



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## 2 POLICY STATEMENT

### Scope

A J Mechanical Services will;

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

This Policy was approved and authorised by;

Anthony Boyle – Director, A J Mechanical Services Ltd

Signature:

A handwritten signature in black ink, appearing to read 'Anthony Boyle', written over a light blue horizontal line.

Date: 10<sup>th</sup> February 2020

### 3 ARRANGEMENTS

The organisation commits to:

- encourage equality and diversity in the workplace as they are good practice and make business sense
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued

This commitment includes training managers and all other employees about their rights and responsibilities under the equality policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, during their employment, against fellow employees, customers, suppliers and the public

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

- make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy

Monitoring will also include assessing how the equality policy, and any sporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues

Details of the organisation's grievance and disciplinary policies and procedures can be within the employee hand book. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.