**Equality, Diversity and Inclusion Policy**

**Statement of policy**

The policy aims to ensure no job applicant or employee is discriminated against

either directly or indirectly on any unlawful grounds.

The Company has overall responsibility for ensuring that this policy is implemented in

accordance with the appropriate statutory requirements and full account will be taken of

all available guidance and in particular any relevant Codes of Practice .

The Company will ensure that the policy is circulated to any agencies responsible for its

recruitment and a copy of the policy will be made available for all employees and made

known to all applicants for employment.

The policy will be communicated to all private contractors reminding them of their

responsibilities towards the equality of opportunity.

The Company will maintain a neutral working environment in which no worker feels

under threat or intimidated.

Discrimination is unacceptable and breaches of the policy will lead to disciplinary

proceedings and, if appropriate, disciplinary action.

**Recruitment, selection and career development**

The Company will endeavour, through appropriate training, to ensure that employees

making selection and recruitment decisions will not discriminate, whether consciously or

unconsciously, in making these decisions.

Promotion and career development will be made on merit. If you have any specific

needs, the Company will accommodate and support you are far as practicable. All

decisions relating to this will be made within the overall framework and principles of this

policy.

Job descriptions, where used, will be in line with this equality, diversity and

inclusion policy. Job requirements will be reflected accurately in any person

specifications. The Company will adopt a consistent, non-discriminatory approach to the

advertising of vacancies.

The Company will not confine its recruitment to areas or social media sources that

provide only, or mainly, applicants of a particular group. All applicants who apply for jobs

with the Company will receive fair treatment and will be considered solely on their ability

to do the job.

Copyright Citation Ltd Version 3.4 36

All employees involved in the recruitment process will periodically review their selection

criteria to ensure that they are related to the job requirements and do not unlawfully

discriminate.

Shortlisting and interviewing will be carried out by more than one person where

possible. Interview questions will be related to the requirements of the job and will not

be of a discriminatory nature.

The Company will not reject any applicant because they are unable to complete an

application form unassisted unless personal completion of the form is a valid test of the

standard of English required for the safe and effective performance of the job.

**Harassment Policy**

The Company will not tolerate any form of harassment or bullying.

The purpose of this policy is to inform employees of the type of behaviour that is totally unacceptable and to explain what solutions there are to employees who may suffer harassment or bullying.

The Company intends to provide a neutral working environment in which no one feels

threatened or intimidated.

Harassment is a discriminatory act and is also a criminal offence. It is very difficult to

define as it can take many forms, but in the main it takes the form of unwanted

behaviour by one employee towards another, for example:

* Patronising or belittling comments.
* Comments about appearance/body/clothes.
* Leering or staring at a person’s body.
* Unwelcome sexual invitations or pressure.
* Promises or threats, concerning employment or conditions, in exchange for

 sexual favours.

* Displaying offensive or sexually explicit material.
* Touching, caressing, hugging or indecent assault.

Please remember the test is that the behaviour is UNWELCOME, UNINVITED AND

UNRECIPROCATED.

Bullying may be described as offensive, intimidating, malicious or insulting behaviour, an abuse of misuse of power through means intended to undermine or humiliate the

recipient. Bullying may be physical, verbal or non-verbal conduct. Obvious examples are:

* Threats of or actual physical violence.
* Unpleasant or over-repeated jokes about a person.
* Unfair or impractical work loading.

**Procedure**

If you encounter an incident of this nature, you may prefer to attempt to resolve the

problem informally, if you feel able to do so. It may be possible to explain to the person engaging in the unwanted conduct that their behaviour offends you or makes you feel uncomfortable and this behaviour is not welcome and must stop. If this is too difficult for you to do on your own, support should be sought from Management to intervene on an informal basis.

When or if the informal approach fails or if you believe that the harassment or bullying is of a very serious nature you must bring the matter to the attention of Management. If possible, you should keep notes of the harassment or bullying so that the formal

complaint can be investigated, including the date, time and whereabouts of the act.

If you make a formal complaint it will be dealt with under the grievance procedure and

all possible actions will be taken to separate you from the alleged harasser or bully.

If you bring a complaint of harassment or bullying you will not be victimised for having

brought the complaint. However, following a full investigation, if the Company has

grounds to believe that the complaint was brought with malicious intent, you will be

subject to disciplinary action under the Company’s disciplinary procedure.

The Company’s appeal procedures apply to appeals against decisions made under the

equality, diversity and inclusion and discrimination policy and the harassment policy.