



EQUITY AND DIVERSITY POLICY STATEMENT

The purpose of this policy is to ensure that all employees, job applicants and customers at Francis W Construction Ltd will be treated fairly, 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. We value a diverse customer base and the individuality and creativity that everyone potentially brings to the workforce.

Our Commitment

- Everyone has the right to work and to do business in an environment free of unlawful discrimination and harassment. Francis W Construction Ltd will not tolerate such behaviour under any circumstances.
- Employees, job applicants and customers will be treated fairly, openly & honestly, with dignity & respect.
- No job applicant or employee will receive less favourable treatment on grounds of age, disability, gender, race (ethnicity), religion/belief, sexual orientation, transgender status, marriage or civil partnership or pregnancy or maternity.
- All employees, whether part time, full time or temporary, will be treated fairly and equally and with respect
- 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.
- Any employee who believes they are being discriminated against, victimised or harassed should raise the matter through Francis W Construction Ltd's complaints procedure.
- This policy is fully supported by senior management and employee representatives.
- The policy will be monitored and reviewed annually.

The Law:

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
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Signed: 
Managing Director

Date: 01/09/2016
Review Date: September 2017