



BARRIER SERVICES LTD.

Fencing Contractors

DOCUMENTS: Equal Opportunities Policy Statement

Policy Statement

We aim to be an inclusive organisation where everyone is treated with respect and dignity, and where there is equal opportunity for all. We respect and value the diversity of our employees, clients, stakeholders and members of the public.

We understand and respect that there is a diverse work force community and that everyone has the right to be treated with dignity and equality.

We recognise our legal obligations including those under The Equality Act 2010 and the Part-time Workers legislation.

The aim of this policy is to encourage harmony and respect amongst individuals so as to promote good working practices with a view to maximising the performance.

Equal Opportunities are taken very seriously. Wilful failure to apply the policies or evidence of discrimination, harassment, bullying or victimisation will result in disciplinary action, which may include dismissal.

Harassment, and particularly sexual, racial or disability harassment, will be regarded as gross misconduct for disciplinary purposes and as such employees found guilty of the aforesaid will be dismissed.

We will undertake, as far as is reasonably practicable, the following:-

- a). *Ensure where individuals are considered for employment or promotion they are assessed solely on the basis of their merits and abilities.*
- b). *All employees will be treated with dignity and respect.*
- c). *We will endeavour to provide a working environment free from unlawful discrimination, harassment or victimisation on the grounds of sex, age, marital status, disability, sexual orientation, gender reassignment, race, colour, religion, ethnic or national origin.*
- d). *If an existing employee becomes disabled we recognise our legislative obligations and will take all reasonable measures to prevent, so far as is reasonably practicable, any breach of duty placed upon the Company by legislation and/or this Policy.*
- e). *Review this policy after changes in legislation or Company structure, in the light of additional knowledge or information becoming available, and in any event annually.*

Terry Musson, Managing Director

3rd June 2019