

# *Elite Tree Services (East Anglia) Ltd*

## Equal and Diversity Policy

### **Our policy**

The purpose of this policy is to provide equal opportunities to all in employment, irrespective of age, disability, gender, gender reassignment, race, religion or belief and sexual orientation and encourage compliance with the Human Rights Act. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and equally. 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 utilized to maximize the efficiency of the organization.

### **Our commitment**

- Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- The commitment to equal opportunities in the workplace is good management practice and makes sound business sense.
- Breaches of our equal opportunity policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management.
- The policy will be monitored and reviewed regularly.
- We will apply the Equality and Diversity Policy to all areas of employment including:
  - Recruitment and selection of staff
  - Promotion opportunities
  - Evaluation of jobs and grading
  - Training and development opportunities
  - Discipline and grievance procedures
  - Redundancy procedures

### **Implementation**

We undertake to:

- develop and implement an Equality and Diversity Strategy
- monitor the impact of the Equality and Diversity Policy on a regular basis
- investigate alleged breaches of the Policy under our disciplinary procedures
- Inform all employees where the Equality and Diversity Policy can be found
- Establish meaningful communication with employees.

## **The Law**

This policy will be implemented within the framework of the relevant legislation, which includes:

- Equality Act 2010
- Equality Act 2006
- Equal Pay Act 1976
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)
- Race Relations Act 1976 and Amendment 2000
- The Race Relations Act 1976 (Amendment) Regulations 2003
- Disability Discrimination Act 1995
- Employment Act 2002
- The Employment Equality (Age) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Race Relations Act 1976 (c. 74) (Statute Law Database, Ministry of Justice, 1976)
- Race Relations (Amendment) Act 2000 (Office of Public Sector Information, 30 November 2000)