

EQUAL OPPORTUNITIES POLICY

Westridge Construction Ltd recognise that everyone has a contribution to make to society and a right to equal opportunities.

No job applicant, employee, organisation or individual associated with Westridge Construction Ltd will be discriminated against on the grounds of:

- gender (including sex, marriage, gender re-assignment)
- race (including ethnic origin, colour, nationality and national origin)
- disability
- sexual orientation
- religion or belief
- age
- Pregnancy and maternity

We aim to promote equal opportunities and eliminate all forms of discrimination and harassment through the following:

- All employees and stakeholders will be treated fairly and with respect
- All vacancies will be advertised internally and externally simultaneously and will include a statement on equal opportunities
- Selection for employment, promotions, training and other benefits will be on the basis of aptitude and ability
- All employees and stakeholders will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation

Our commitment:

- To create a harmonious environment in which diversity is valued, all individuals are treated with respect and the contributions they make are recognised
- To ensure any form of intimidation, bullying, harassment, discrimination or victimisation is not tolerated
- To provide training, development and progression opportunities for all staff
- Communicate the Policy to all employees, new recruits, job applicants and anyone else associated with Westridge Construction
- Provide equality training and guidance when appropriate
- Ensure that those who are involved in assessing candidates for recruitment or promotion are trained in non-discriminatory selection techniques
- Obtain commitments from other organisations, such as sub-contractors or agencies that they agree to and will comply with the policy
- Ensure that adequate resources are made available to fulfil the objectives of the policy

Breaches of our equality policy will be regarded as misconduct and will lead to disciplinary action, which may include termination of employment.

All Directors, employees and stakeholders have a legal and moral obligation to not discriminate. Any incident/s of discrimination must be reported to the HR Department where they will be dealt with confidentially.

The policy will be reviewed annually.

Signed:  Martin Buckthorpe
Position: Managing Director

Date: October 2019