

## **EQUALITY AND DIVERSITY POLICY STATEMENT**

### **1 GENERAL POLICY**

- 1.1 Clark Degnan Limited are committed to ensuring quality and diversity across the business.

The aim of the policy is to ensure no job applicant, employee or worker is discriminated against either directly or indirectly on the grounds of race, colour, nationality, ethnic or national origin, sex, marital status, gender, reassignment, sexual orientation, religion or belief, disability or age.

We will maintain a neutral working environment in which no employee or worker feels under threat or intimidation, or feels they have been discriminated against.

We will ensure that the policy is circulated to any agencies responsible for our 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 policy will be 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.

Our Directors are responsible for ensuring the Equality and Diversity Policy is implemented and breaches of this policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

### **2 IMPLEMENTATION**

- 2.1 Clark Degnan Limited are committed to the implementation of this policy and shall:

- Promote equal opportunity to our prospective employees, staff and colleagues and communicate this commitment
- Ensure that all staff are aware of this policy and the ramifications of non-compliance
- Ensure any acts of discrimination are treated as gross misconduct and disciplinary proceedings are taken
- Comply with all anti-discrimination legislation
- Ensure that systems are in place to effectively monitor and record any complaints of discrimination.
- Display this policy openly

Signed: 

Name: Craig Degnan

Position: Director

Date: 01.11.19

Expiry: 01.11.20

Signed: 

Name: Graeme Clark

Position: Director

Date: 01.11.19

Expiry: 01.11.20