

Equal Opportunities, Equality, Diversity, and Inclusion Policy Statement

General Information

It is the policy of Aimrange (North East) Limited to operate fair and just procedures in relation to the employment of all persons eligible to work for the organisation. No person will thus be discriminated from working, undertaking work or actively being involved in the Company's business activities on grounds of colour, race, nationality, ethnic origin, sex, gender, age or disability.

Management

The Company management are all aware of the need to abide by current legislation which includes for The Race Relation Act 1976 as amended by The Race Relations (Amendments) Act 2000, the Commission for Racial Equality Code of Practice for Employment 1983, The Sex Discrimination Acts 1975 & 1986, The Equal Pay Act 1970 (amended 1983), The Disability Discrimination Act 1995 (Amendment) Regulations 2003, Human Rights Act 1998, The Employment Equality (Sexual Orientation) Regulations 2003, The Employment Equality (Religion or Belief) Regulations 2003, The Gender Recognition Act 2004, Employment Equality (Age) Regulations 2006, The Employment Equality (Age) Regulations 2006 and The Equality Act 2010.

Details of such requirements are provided to all employees at times and locations that ensure they are kept up to date with all current and new developments in relation to equal opportunities for all workers.

Recruitment / Selection

The Company operates a policy of fair and true selection on all applicants who apply to work for the organisation. Due care and attention are made to ensure that at no time will any managers, who are required to interview and / or select an individual for employment, discriminates against one or more persons on the grounds of colour, race, nationality, ethnic origin, sex, gender, age or disability.

All interview processes are conducted with the view to finding the right person for the work required and at all times all managers will treat each individual on an equal basis in terms of their colour, race, nationality, ethnic origin, sex, gender, age or disability.

All recruitment information produced endeavours to ensure that at no time will any individual be or feel discriminated against because of race, colour, ethnic origin, sex etc.

Should any positions become available within the organisation any current employee will be provided with ample opportunity to apply for the post. During selection of candidates at no time will the Company offer one candidate an unfair advantage over another candidate that is clearly in breach of current legislation.

Employment

The Company operates a policy that ensures that all employees are treated equally and that at no time during the course of any working day will any individual be unfairly treated or treated in a different manner because of their race, sex, colour, disability etc.

Should any employee have a dispute with the Company on any working matter, the manager designated to attend such a meeting will not use the colour, sex, race, age or any disability the employee may have in determining any outcome of the meeting.

Training

The Company ensures that suitable and effective training of employees is provided. Training requirements are identified by Directors and arranged accordingly with competent organisations. Training of site based and office-based managers is provided to ensure they are able to carry out their work activities and managerial roles efficiently ensuring each employee is given equal rights whilst at work.

Training (cont.)

Should any of the Directors feel the training has been inadequate additional training will be provided.

Harassment / Victimisation

The Company will not tolerate any employee harassing or victimising any other employee(s) whilst at work. The Company will also not tolerate any such behaviour outside of work if the issues surrounding the harassment etc are work related.

Any employee(s) found to be harassing or victimising any other employee(s) will be subject to the Company's strict disciplinary hearing where they may be suspended or even dismissed if the nature of the harassment or victimisation is a clear breach of current legislation.

Any employee who is suspended or dismissed will have the opportunity to provide evidence of their actions at a meeting arranged to discuss the issues. At such meetings the Company will endeavour to ensure that at all times all persons associated with such meeting are treated equally and fairly as per current legislation.

Grievance and Disciplinary Procedures

These issues are all covered by the Company contracts of employment and Company employees should refer to these documents for further information. (At any grievance or disciplinary meeting / process all employees will be given equal status).

Diversity with the Company

The Company will look to ensure it and its employees embrace all factions of life and to ensure that their beliefs and social understanding are respected at all times. Such factions of life will include for age, gender, sexuality, religion, ethnic origins and other similar areas of the world.

Inclusion within the Company

All employees within the organisation will be considered part of the stakeholders within the business and be considered in all decisions made when planning future works. Where any employee feels they are not being included, senior management will make time to discuss their concerns and rectify any situations where this has been.

Review

The Company operates a policy of reviewing all working practices on a regular basis and this applies to this Equal Opportunity and Equality Policy statement. The Directors / senior managers designated to review the procedures ensure that all employees are made aware of any changes to government legislation or any changes to Company Policy



Signed _____ (Managing Director)

Print Name David Brown Dated: 24/01/2024