



Colchester Construction

Equal Opportunities

Policy

March 2018

Colchester Construction Services Limited

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Email: sales@colchesterconstruction.co.uk





We encourage a working environment in which diversity is recognised, valued and encouraged. We are committed to principles of fairness and mutual respect in which the concept of individual responsibility is accepted by all.

It is the responsibility of all employees to ensure they observe and adhere to this policy at all times. Any breach is viewed seriously and will lead to investigation and potentially disciplinary action; which may include summary dismissal in instances of gross misconduct.

We recognise that discrimination in the workplace is unacceptable and in most cases unlawful. We have therefore adopted this policy to ensure that all job applicants and employees along with those who use our organisation are treated fairly and without favour or prejudice, it applies throughout all areas of employment; recruitment and selection, training, development, benefits, rewards, promotion, dealing with grievances and in our treatment of disciplinary issues.

The selection methods we use for recruitment are related to the requirements of the job and we do not seek irrelevant qualifications. Applicants for employment are shortlisted/selected solely on the basis of their assessed capability.

We will ensure that no job applicant or employee receives less favourable treatment on the grounds of their protected characteristics:

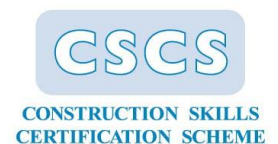
- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual Orientation

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Each and every employee is a stakeholder in the success of this policy. We expect every employee to make a positive contribution towards creating an environment of equal opportunity throughout the organisation by observing this policy at all times. In particular, employees have individual responsibility to adopt the following:-

- refrain from pursuing discriminatory actions or taking decisions which are contrary to the spirit of this policy;
- do not harass, abuse or intimidate anyone on account of their protected characteristics ;
- do not place pressure on any other employee to act in a discriminatory manner;
- resist pressure to discriminate placed on you by other employees and report such matters;
- co-operate with investigations including providing evidence of acts or conduct that amount to discrimination;
- co-operate with any measures introduced to develop or monitor equal opportunity.

Discrimination is not just treating one person less favourably than another. Discrimination can take place against someone who associates with a person with a protected characteristic or against someone believed to possess a protected characteristic (even though they don't).

It can also be discrimination where something particularly disadvantages people who share a protected characteristic more than others.

It is fundamental to your employment that you treat and are treated by other employees and those who use, or are otherwise associated with our organisation, considerately and with respect.

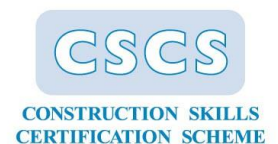
Our grievance procedure is available to any individual who believes that they have been discriminated against and we recommend such individuals to pursue the matter through this channel.

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