

TUNBRIDGE WELLS ROOFING LTD

SPRINGFIELD WORKS

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Equality and Anti-Discrimination Policy

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1. Introduction

Tunbridge Wells Roofing Ltd is committed to offer our customers, value for money and to run our business on the principles of fairness and equality.

This Equalities Policy formalises our commitment to quality, effectiveness and efficiency underpinned by equality for users of our services and the employees who deliver them.

Our aim of is to achieve continuous improvement for all our services whilst upholding the principles of consideration and respect to colleagues and customers alike.

2. What is discrimination?

To discriminate is to treat a person more or less favourably on the basis of colour, nationality or ethnic origin, religion, culture, gender, marital, parental or property status, disability, age, sexuality, or other such category that is irrelevant to the individual's right to receive fair and equal treatment. It is generally recognised that discrimination can occur in many ways.

Discrimination on the basis of race, nationality, colour, ethnic origin, gender marital status and disability is unlawful. Discrimination can also be direct or indirect. Direct discrimination is deliberate. Indirect discrimination is where an act or failure to act, whether with intent or inadvertently, has a disproportionate impact on a particular group.

3. Statement of Intent

At Tunbridge Wells Roofing Ltd, we are committed to ensuring equality in the services we provide and in the way we employ people. This applies when we work with suppliers, contractors and Customers.

we aim to ensure that everyone is treated fairly, regardless of gender, race, disability, ethnic origin, marital status, age, religion, parental or property status or sexuality.

We will comply fully with the requirements of all relevant Equalities and Anti-Discrimination legislation

4. Customer service

Our commitments to Our Customers: -

Avoid discrimination at quotation and contract stages.

Ensure when working with Our Suppliers they adopt these principles to Equalities and Anti-Discrimination

Ensure equality when dealing with your complaints, comments and compliments

5. Policy Making

Tunbridge Wells Roofing Ltd will strive to ensure that no action taken by the company or its employees discriminates directly or indirectly against any individuals or groups.

Promote and contribute to improving the awareness of equalities in our company

We will Use national guidelines and definitions and adjust our policy and actions as necessary

6. As an employer

We will maintain an environment where no individual is subject to discrimination or harassment on the grounds of race, colour, ethnic origin, nationality, gender, disability or marital status and on the non statutory grounds of religion, culture, age, (subject to normal retirement practices), parental or property status and sexuality.

We are committed to a policy of equality both in the work place and when recruiting, selecting and promoting employees.

Our commitments to Our Customers.

To ensure We maintain equalities for applicants and employees in the workplace we have made the following commitments:

We will:

Monitor personnel and employment procedures to ensure they are fair.

Seek to attract a wide range of applicants for posts at all levels in the organisation

Endeavour to ensure our workplace is free from unfair discrimination and harassment and strive to provide an accessible environment for people with disabilities

Offer relevant training and development for employees on a fair and equal basis

Ensure employees are fully aware of our Equalities Policy, what it means for them and what responsibilities it entails

Ensure new employees are briefed on the Equalities Policy at their induction

7. Communicating the Equalities Policy

All new employees will given a copy of the Equalities Policy on commencing employment

Existing employees will have a copy of this policy as part of their Contract of Employment

Copies of the policy will be freely available at our office.

8. Monitoring, review and evaluation

The Equalities and Anti-Discrimination Policy will be considered on each occasion where plans, standards and delivery are reviewed. In addition We will keep ourselves informed on issues relevant to our equalities and anti-discrimination policy.

We will seek to implement a policy that corresponds with national standards.

9. Responsibility for the Equalities Policy

Employees

All employees have a responsibility to implement the policy and work towards the provision of services that meet the goals and objectives of this policy.

Responsible Director

It is the responsibility of Mr. P Gilden to evaluate and verify this Policy