

EQUALITY AND DIVERSITY POLICY

Jamieson Contracting (NW) Ltd acknowledge that in society, certain groups and individuals can be unfairly discriminated against because of their race, colour, ethnic origin, gender, sexuality, religious beliefs, disability or HIV status. We will encourage, value and manage our diverse workforce and aim to ensure equality and respect for all.

Jamieson Contracting are committed to adopting and promoting equality and equal opportunity practices for all persons and preventing any unlawful discrimination in all its activities. In order to meet these objectives, Jamieson Contracting have adopted policies designed to promote equality of opportunity in the delivery of its services and the recruitment and employment of all staff and sub-contractors and in the treatment of the general public.

POLICY STATEMENT

Jamieson Contracting will make every effort to ensure that no person or group applying to us, for employment and contracts, will be treated less favourably than any other person or group because of their race, colour, ethnic origin, nationality, religion, cultural background, sex, sexual orientation, domestic circumstances, age, disability or illness such as HIV status.

All employees and sub contractors will be expected to abide by this policy and take responsibility for the practical application of this policy in the delivery of their duties.

Jamieson Contracting will take positive steps to prevent discrimination, ensuring equal access to both services and employment by complying with the relevant statutory requirements contained in the:

- Equality Act 2010
- Employment Equality (Age) Regulations 2006
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Race Discrimination (Amendment) Act 2000
- Disability Discrimination Act 1995
- Race Discrimination Act 1976
- Sex Discrimination Act 1975
- The Employment Act 1989
- Equal Pay Act 1975
- Rehabilitation of Offenders' Act 1974

Also by observing relevant codes of practice relating to:

- Codes of practice initiated by the commission for racial equality (CRE)
- Equal Opportunities Commission's code of practice
- Codes of practice contained in the Disability Discrimination (Employment) Regulations 1996



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Jamieson Contracting will also review its practice and procedures regularly to ensure that they do not discriminate, either directly or indirectly. Changes will be made where it is found that we are, or may, be contravening any of the above Acts as amended from time to time.

Jamieson Contracting recognise that equality policy and practice is constantly developing. We will keep our policy under regular review to ensure that changes are implemented where these will improve practice and service to our employees, customers, contract partners and the public.

POLICY IMPLEMENTATION

EMPLOYEES

Jamieson Contracting is committed to identifying and eliminating discriminatory practices, procedures and attitudes throughout the organisation.

We are therefore, committed to providing a working environment in which employees are able to realise their full potential and contribute to business success irrespective of their race, colour, ethnic origin, gender, sexuality, religious beliefs or disability. This commitment applies to all aspects of employment including;

- Recruitment and selection, including advertisements, job descriptions, interview and selection procedures
- Training and Access to Training
- Promotion and career development opportunities
- Terms and conditions of employment, and access to employment related benefits and facilities
- Grievance handling and the application of disciplinary procedures.
- Selection for redundancy
- Communications with general public

APPOINTMENT OF CONTRACTORS, SUB-CONTRACTORS AND CONSULTANTS

Jamieson Contracting will be mindful of its commitment to equality issues in relation to

- the procurement of goods and services and
- the appointment of sub-contractors, suppliers, consultants and other agencies to work with, for and on behalf of Jamieson Contracting (NW) Ltd

Jamieson Contracting will expect all sub-contractors, suppliers, agents and partner organisations with whom we work, to have or adopt equality policies and practices in line with the relevant or applicable legislation.

We will not tolerate racial and sexual harassment against its employees and customers on site.

Jamieson Contracting will discourage the use of any form of sexist, racist, or discriminatory literature or advertising on sites to which its employees, sub-contractors, suppliers, agents and partner organisations may be exposed.



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Harassment or discrimination by any sub-contractor, supplier, and agent or partner organisation will result in their removal from site.

IMPLEMENTATION OF THE POLICY

DIRECTORS

The Directors of Jamieson Contracting (NW) Ltd accept responsibility for the implementation of this policy. Where problems or complaints arise, they will be fully investigated. Any necessary action will be taken in line with the appropriate procedures.

EMPLOYEES

In addition to the statutory duties not to discriminate, all staff have a responsibility to ensure the positive application of this policy. Jamieson Contracting's Equality Policy will be clearly explained to all new employees and, where necessary, additional training will be provided.

MONITORING OF THE POLICY

The Directors of Jamieson Contracting (NW) Ltd accept responsibility for the monitoring of the effectiveness of this policy. The policy will be monitored and evaluated to ensure that it meets with the necessary legal requirements. Breaches of this policy may be the subject of grievance and disciplinary procedures.

RESOURCES

The Directors accept responsibility for ensuring that appropriate and adequate resources are made available to ensure that this policy is implemented throughout the organisation.

A handwritten signature in black ink, appearing to read "Chris Jamieson".

Chris Jamieson
Managing Director
02/01/2020