

QUALITY & SERVICE LIMITED**EQUALITY & DIVERSITY POLICY STATEMENT****INTRODUCTION**

The purpose of this policy is to provide diversity and equality to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of unlawful and unfair discrimination. All employees, whether part time, full time or temporary, will be treated fairly and equally and with respect.

Selection for employment, promotion, training or any other benefit will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

PRINCIPLES

- **Fairness** – We will work in a way which promotes equality and diversity, which does not discriminate against any of our employees, clients, suppliers and site users
- **Respect** – We will work in partnership with employees, clients, suppliers and site users to encourage a culture where everyone receives respect and can voice their diverse needs knowing they will be heard.
- **Honesty** – We will work to ensure that our practices are transparent and open to scrutiny
- **Providing Opportunity** – We will work towards a culture where all parties can reach their full potential
- **Expertise and excellence** – We will work to high standards to ensure that diverse needs are recognised and met

OUR COMMITMENT:

- Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- The commitment to diversity and equality in the workplace is good management practice and makes sound business sense
- We will continue to strive towards a culture that is diverse and inclusive, that recognises and develops the potential of all employees
- We recognise the business benefits and opportunities of having a diverse community of staff who value one another and realise the contribution they can make to the business

THE LAW

This policy will be implemented within the framework of the relevant legislation, which includes:

- Equal Pay Act 1970 (Repealed 2010)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Race Relations (Amendment) Act 2000
- Race Relations Act 1976 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2010
- Employment Equality (Religion or Belief) Regulations 2010
- Employment Equality (Sexual identification) Regulation 2010
- Disability Discrimination Act 2005 (Equality act 2010)
- Employment Equality (Age) Regulations 2006 (Equality Act 2010)

This policy is fully supported by senior management and will be reviewed on an annual basis. Quality and Service includes this Equality & Diversity policy and all other policies within their induction documentation for all new employees



Managing Director

Date: 02/01/2025