

Equality, Inclusion and Diversity Policy Statement

Commitment

Gridcore Electrical Services Ltd is committed to supporting and enabling equality, diversity and inclusion among our colleagues, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers, and for each colleague to feel respected and able to give their best.

The organisation, in providing services, is also committed against unlawful discrimination of customers or the public.

Objectives

- To provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- Not unlawfully discriminate against all the criteria as laid out in the Equality Act 2010 covering the protected characteristics of:
 - Age
 - Disability
 - Gender and gender reassignment
 - Marriage or civil partnership
 - Pregnancy, maternity and paternity
 - Race (including colour, nationality, and ethnic or national origin)
 - Religion or belief
 - Sexual orientation.
- Oppose and avoid all forms of unlawful discrimination. This includes in:
 - Pay and benefits
 - Terms and conditions of employment
 - Dealing with grievances and discipline
 - Dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities

This will be achieved by:

- Encourage equality, diversity and inclusion in the workplace as they are the clear foundation for the business, are part of our business ethics and enable our company value of Gridcore Electrical Services Ltd, 'where all are welcome'.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

- This commitment includes training managers and all other colleagues about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include colleagues conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
- All colleagues should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow colleagues, customers, suppliers and the public.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow colleagues, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
- Make decisions concerning colleagues being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Make opportunities for training, development and progress available to all colleagues, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy. Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Responsibilities

- The equality, diversity and inclusion policy is fully supported by senior management and has been agreed with trade unions and colleague representatives.
- Details of the organisation's grievance and disciplinary policies and procedures can be found on the Nerve Centre. This includes with whom a colleague should raise a grievance – usually their line manager. Use of the organisation's grievance or disciplinary procedures does not affect a colleague's right to make a claim to an employment tribunal within three months of the alleged discrimination. If you have any questions relating to any aspect of this policy, please contact your HR manager.

Scope

This policy applies to Gridcore Electrical Services Ltd Limited.

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