



## Equal Opportunity and Diversity Policy PO-09

P T Contractors Ltd is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. Everyone has the right to work in an environment free from abuse, offensive behaviour, harassment, bullying, prejudice, discrimination or victimisation. We will promote equality of opportunity by providing a working environment in which the rights and dignity of every person – employees, clients, partners, consultants, contractors, workers and the general public – are respected. We all have a responsibility to ensure that these rights are protected and Senior Management have a responsibility to ensure that this policy is implemented via our code of practice.

The primary responsibility at law rests with the company to ensure that there is no discrimination. However, it is important that employees at all levels, not just managers, recognise and accept individual responsibility for equality and diversity within the company. Individuals should not behave in a way that could, intentionally or not, discriminate against or cause others to feel harassed or victimised. Discrimination is a serious matter and the consequences of such behaviour by individuals could lead to disciplinary proceedings (see terms of employment for details).

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation
3. 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

### Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
2. 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.

Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff 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 employees, customers, suppliers and the public



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3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, 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 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.

4. Make opportunities for training, development and progress available to all staff, 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.

5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. 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.

7. 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.

### **Agreement to follow this policy**

The equality, diversity and inclusion policy is fully supported by senior management and is consistent with legislation and the promotion of equal opportunities.

### **Our disciplinary and grievance procedures**

Details of the organisation's grievance and disciplinary policies and procedures can be found in the employee handbook. This includes with whom an employee should raise a grievance to.

Use of the organisation's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Date 02/01/2025

**P.N. TRANT**  
**Managing Director**