



## **EQUALITY AND DIVERSITY POLICY**

(Revised December 2009)

## **Equality and Diversity Policy Statement**

Fox Maintenance recognises that everyone has a contribution to make to our company and a right to equal opportunities regardless. No employee, job applicant, contractor or anyone we come in contact with will be discriminated against by us on the grounds of:

- gender
- race (including ethnic origin, colour, nationality and national origin)
- disability
- sexual orientation
- religion or belief
- age

We aim to promote equal opportunities, eliminate discrimination and harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- Ensuring employees are treated fairly and with respect.
- All vacancies are advertised internally and externally simultaneously and include a statement on equal opportunities.
- Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.
- All employees will be helped and encouraged to develop their full potential.
- Individual's skills and abilities will be fully utilised to maximise the efficiency of the organisation.
- All employees have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals.

### **Our commitment:**

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to be part of an environment that promotes dignity and respect to all.
- No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

The policy will be monitored and reviewed annually.

The successful implementation of this policy depends on the awareness and commitment of all.

**Signed**.....

**Name**.....

**Position**.....

**Date**.....