



Industrial & Commercial Services

(Specialising in industrial coatings and solutions)

Equal Opportunities and Diversity Statement

Harrisons ICS Ltd is an equal opportunities employer.

The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of; gender, race, disability, colour, nationality, ethnic or national origin, marital status, sexuality, responsibility for dependants, religion, trade union activity and age. Selection criteria and procedures will be kept under review to ensure that individuals are selected, promoted and treated in the basis of their relevant merits and abilities.

All employees will be given equality of opportunity within the company's services and will be encouraged to progress within the organisation. To ensure that direct or indirect discrimination is not occurring, recruitment, wherever possible, and other major employment decisions will be regularly monitored in conjunction with ethnic records of job applicants and existing employees. The company is committed to a programme of action to make this policy fully effective.

In practice; The company will conduct business in accordance with UK legislation with specific reference to: Equal Pay Act 1970 (and amendment regulations; 1983), the Race Relations Act 1976, Sex Discrimination Act(s); 1975, 1986, the Disability Discrimination Acts and associated amendments of 1995 and 2005, the Employment Rights Act 1996, Asylum & Immigration Act 1996, Protection from Harassment Act 1997, the Human Rights Act 1998, Sex Discrimination (Gender Reassignment) Regulations 1999, The Race Relations (Amendment) Act 2000, Part Time Workers Regulations 2000, The Employment Act 2002, Employment Equality Regulations 2003, Civil Partnership Act and Amendment 2004, The Employment Equality (Age) Regulations 2006 and the overarching Equality Act 2010. The abolition of statutory default retirement age, the Bribery Act 2010 and the Agency Workers Regulations 2011 are also relevant and observed in respect of food equal Opportunities practice.

Such legislation principally prohibits discrimination by reason of opportunity and prevent discrimination, and in so doing will ensure compliance with relevant legislation.

In particular, the former commission for Racial Equality Employment Code of Practice will be used as a model of best practice. This Code is appended to this policy and may be viewed at :- cre.gov.uk/gdpract/employ_cop.html.

The Company Equal Opportunity Policy forms an essential part of the Company's recruitment procedures which are also contained in the Company Database.

Our Responsibilities;

- The Managing Director has overall responsibility for the effective operation of the Policy
- Managers are responsible for ensuring that the policy is implemented within their own departments, and are required to ensure that equal opportunities are maintained in spirit and practice.
- All those engaged in the appointment, management and supervision of staff have a responsibility for promoting the aims of this policy and avoiding discrimination.

- No policy of this nature is likely to be successful unless all employees are involved with it and there is responsibility on all employees to cooperate in promoting equality and preventing discrimination and this theme runs through the Company's training programme(s).

Communication; This policy will be communicated to all levels of management and supervision and to all employees it will be included in appropriate recruitment, training, conditions of services, company procedures and other relevant documentation.

Adaption; The Company will wherever possible make appropriate and reasonable adaptations to its systems, procedures and premises in order to accommodate people with disabilities. This will extend from the recruitment and interview stage to employment.

Enforcement; Behaviour, conduct, performance in breach of this policy will be investigated in accordance with company disciplinary and grievance procedures.

In particular, racial, sexual discrimination and/or harassment are noted as specific examples of unacceptable conduct in Company Disciplinary and Performance Procedure.

Monitoring / Review; The HR Director will be responsible for arranging such reviews and investigations as are necessary to monitor effectively the operation of the policy.

Signed:



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Dated:

.....15/09/19.....

Mark J Harrison
Managing Director

Signed:



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Dated:

.....15/09/19.....

James M Harrison
Human Resource and Marketing Director

Notes: