

Built to last.

Equality and Diversity Policy

Policy and Principles

BF Brickwork is committed to encouraging equality, diversity and inclusion among all our workforce, eliminating unlawful discrimination. We aim for our workforce to be truly representative of all sections of society and our customer and clients. Each employee to feel respected and able to give their best. The organisation in providing services is also committed to unlawful discrimination of customer to the public.

Policy's Purpose

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 Benefit
- 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

1. Encourage equality, diversity and inclusion in the workplace.

2. Create a work environment free of bullying harassment, victimisation and unlawful discrimination, promoting dignity and respect for all. Training managers and other employees about their rights and responsibilities under the policy.

This includes staff conducting themselves to help the organisation provide equal opportunities in employment and to prevent bullying, harassment, victimisation and unlawful discrimination. All staff to understand they as well as the employer can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination.

3. Complaints will be taken seriously of bullying, harassment, victimisation and unlawful discrimination. Such acts will be dealt with as under the disciplinary procedures and appropriate actions will be taken. 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. Opportunities for training and development and progression available to all staff.

5. Decisions concerning stand being based on merit, apart from when limited exceptions allow under Equality Act.

6. Keep employment practices and procedures under review to ensure fairness and also update policies to take account of any changes in the law.

We will review this policy on an annual basis or sooner if necessary.

B Foster



Director.