

Equality and diversity policy statement

As an employer and provider of services, the staff of Environmental Handling Systems Ltd are committed to promoting equality, valuing diversity and combating unfair treatment. Equality of opportunity and freedom from discrimination is a fundamental right and we will exercise leadership and commitment in promoting this right. We believe we will achieve this through our roles as:

- service provider employer

Diversity is a strength and we will value and harness difference for the benefit of all service users, the individual and Environmental Handling Systems Ltd

We are committed to ensuring that current and potential service users, employees or job applicants will not be discriminated against on the grounds of social circumstances or background, gender, race, colour, ethnic origin, disability, sexuality, age, or religion.

The principles of tolerance and understanding and respect for others are central to what we believe.

Environmental Handling Systems Ltd as a service provider

Our objectives for responsive and accessible services:

- Provide services which are accessible to all people.
- Provide clear and meaningful information about our services in ways that are accessible and

meet diverse needs

- Work with partners in service needs and provision
- Monitor take-up and evaluate services to ensure they do not discriminate or exclude.

Environmental Handling Systems Ltd as an employer

Our objectives for equal and appropriate treatment in employment:

- Aim to employ a workforce that reflects a diverse community.
- Provide fair access to learning and development opportunities, encourage and support staff in

fulfilling their potential

- Provide a safe and accessible working environment that values and respects the identity and

culture of each individual and that is free from discrimination, harassment and victimisation Involve and communicate effectively with members of staff

- Provide fair and transparent pay and reward systems.

Achieving our objectives

We will achieve these objectives by:

- Building diversity considerations into our business and people-management processes, including business.

- Not tolerating inappropriate or offensive language or behaviour to staff or service users
- Providing flexible services and employment practices that respond to the needs of all sections of

staff

- Providing training and development opportunities. Staff are expected to be equipped with the

appropriate awareness, knowledge and skills to respond positively to the range of diversity

needs as identified in this policy

Ensuring our services, employment opportunities, and communication are physically, practically

and culturally accessible

Identifying and promoting good practice, and challenge deficiency and poor practice

Monitoring the impact of our policies and taking appropriate action to address any discriminatory

practice

Actively supporting the recognised diversity of staff

Implementing and monitoring recruitment and retention processes which are non-discriminatory

and which increase accessibility of employment opportunities from all groups Enforcing our staff disciplinary procedure when considered necessary.

Responsibilities

The Managing Director has collective responsibility to provide a constructive framework to ensure that this policy is successfully within the organisation as an employer.

Managers have specific responsibilities for communicating the importance of, and implementing, this policy. They are expected to take positive measures to address inequality and to promote equality of opportunity for all, taking action to ensure staff reach their full potential. Managers will treat all staff fairly, with respect and dignity, and investigate all incidents of discrimination or harassment.

While managers have specific accountabilities, equality is also the responsibility of each employee. All employees are personally responsible for observing and conforming to this policy.

Legislation

Environmental Handling Systems Ltd complies with all anti-discriminatory legislation including:

Sex Discrimination Act 1975 (updated 1986)

Sex Discrimination (Gender Reassignment) Regulations 1999 Equal Pay Act 1970

Race Relations Act 1976

Race Relations (Amendment) Act 2000

Disability Discrimination Act 1995

Special Educational Needs and Disability Act 2001

Human Rights Act 1998

Employment Equality (Sexual Orientation) Regulations 2003 Employment Equality (Religion or Belief) Regulations 2003 The Protection from Harassment Act 1997

European Regulations and Directives

Codes of Practice, including on Equal Pay