BATHGATE
FLOORING

Equality Policy Statement

The Company is committed to providing equal opportunities to all Employees and job applicants, in accordance with the Equality Act 2010, to ensure that the workplace is free from unlawful discrimination on the grounds of sex (including gender reassignment), marital status, sexual orientation, race, colour, national origins, belief, religion, disability or age.

In the employment of staff the company will ensure equality of opportunity for all persons.

Job descriptions and person specifications will not require any unnecessary or inappropriate qualifications.

Vacancies will be advertised and made known as widely as practicable.

The company will not discriminate in the provision of training requirements.

The company will not treat a worker or applicant for a post less favourably for a reason relating to part-time or fixed term status unless this can be justified as necessary on operational grounds.

If any Employee believes that he or she or any other Employee has been discriminated against or otherwise treated unfairly because of race, colour, religion, belief, sex, marital status, disability, sexual orientation, age, nationality or ethnic or national origins, then he or she should report the matter as soon as possible to the immediate line manager so that there can be an investigation and consultation with a review to establishing the facts and any steps which need to be taken.

The Company regards direct or indirect discrimination, victimisation and harassment as a serious matter. Members of staff who fail to comply with this policy or are found to have discriminated, victimised, bullied or harassed a job applicant or member of staff will be subject to the Company's disciplinary procedure. Such conduct may amount to gross misconduct.

Should you feel that you have been treated unfairly, discriminated against, victimised, harassed or bullied, you should raise a grievance through the Company's grievance procedure. If you feel it is inappropriate to approach your line manager you may approach the General Manager.

Signed: ..... Date: 7.1.2019.....
On behalf of Bathgate Flooring Ltd