

Metropolitan Demolition

Equal Opportunities Policy

Metropolitan Demolition believes that everyone has the right to be treated with dignity and respect at work. We have adopted an Equal Opportunities Policy that commits the company to fair, unbiased and objective employment practices and a work environment that is free of harassment and victimisation. It is the responsibility of every employee to assist the company in meeting this commitment.

For this reason, acceptance of and adherence to this Equal Opportunities Policy forms part of every employee's contract of employment.

This Equal Opportunities Policy Statement and the Policy Statement on Harassment at Work are designed to implement the commitment of Metropolitan Demolition to Equal Opportunities. It is your responsibility to ensure that your own conduct conforms to the expected standards and reflects these Policy Statements.

The aim of the policies is to encourage harmony and respect amongst individuals so as to promote good working practices with a view to maximising performance and the return to both you and the Company.

If Equal Opportunities are not applied, then valuable talent and potential are wasted. Moreover, when unfair discrimination, harassment, bullying or victimisation takes place they bring about a climate of fear, insecurity and poor work performance which as well as being unlawful, affects profitability and morale. It is therefore vital that everyone understands their responsibilities. Equal Opportunities are taken very seriously by Metropolitan Demolition and wilful failure to apply the policies or evidence of discrimination, harassment, bullying or victimisation will result in disciplinary action which may include dismissal.

You should be aware that if you commit an act of unlawful discrimination or harassment (whether against a colleague or other third party) you could be subject of a complaint to an employment tribunal or a court of law. You could be found personally liable to pay compensation to the victim and your actions could expose the Company to claims.

Policy

Metropolitan Demolition seeks to employ a workforce who reflects the diverse community at large and values the individual contribution of people irrespective of sex, pregnancy or maternity leave, age, marital status, civil partnership, disability, sexual orientation, gender reassignment, race, colour, religion or belief, ethnic or national origin.

All employees are treated with dignity and respect. We use our best endeavours to provide a working environment free from unlawful discrimination, harassment or victimisation on the grounds of sex, pregnancy or maternity leave, age, marital status, civil partnership, disability, sexual orientation, gender reassignment, race, colour, religion or belief, ethnic or national origin.

We recognise our legal obligations including those under the Race Relations Act, the Sex Discrimination Act, the Civil Partnership Act, the Equal Pay Act, the Disability Discrimination Act, the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations, the Employment Equality (Sexual Orientation) Regulations, the Employment Equality (Religion or Belief) Regulations and the Employment Equality (Age) Regulations. ('protected) characteristics' as per the Equality Act 2010

We undertake to periodically review its selection criteria and procedures to maintain a system where individuals are selected, promoted and treated solely on the basis of their merits and abilities.

We will not tolerate acts which breach this policy and all instances of such behaviour or alleged behaviour will be taken seriously, fully investigated and may be subject to the Company's disciplinary procedures. We further seek to give all employees equal opportunity and encouragement to progress within the organisation by implementing a positive personal development action plan.

If an existing employee becomes disabled during their employment, we will make every effort to retain him or her within the workforce whenever reasonable and practicable.

Whenever reasonably practicable to do so we will install in existing premises facilities for people with disabilities. Whenever we invest capital in new or refurbished premises every practicable effort will be made to provide for the needs of staff and customers with disabilities.

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We undertake to distribute and publicise this Policy Statement to all employees and elsewhere as from time to time appropriate.

Any employee who believes that they may have been subjected to treatment which breaches this policy may raise the matter through the Company's grievance procedure.

Signed: Date: 17-08-2020
Michael Hirst – Managing Director