



BERBEN INSTALLATIONS LIMITED

BUILDING CONTRACTORS . MAINTENANCE & REPAIRS

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Policy No: 5

EQUALITY AND DIVERSITY POLICY STATEMENT

Berben Installations has a leading role to play in promoting equal opportunity and valuing diversity in the community.

As an employer and a provider of services to people, Berben Installations are committed to :-

- Equality of opportunity
- Tackling discrimination and disadvantage
- Tackling harassment and intimidation
- Promoting good relations between all of the diverse communities using our position as an employer and provider of services to enable the following :-
- Provide equality of opportunity and tackling Discrimination, Harassment, Intimidation and Disadvantage.
- Making its workforce and the organisation as a whole more representative of the diverse communities.
- Doing what it can to encourage other organisations, partners, service providers, the private and voluntary sectors, to adopt similar policies on equality and diversity.

Berben Installations will not tolerate less favourable treatment on the grounds of Gender, Age, Race, Colour, Nationality, Ethnic and National origin, Disability, Marital status, Sexual orientation, Responsibility for dependants, Trade Unions, Religious or other beliefs, or any other reason that cannot be justified.

What Berben Installations will do :-

- Recognise and commit to meeting its duties under Equalities Legislation.
- Committed to improving Equality practice throughout the Company, and make adequate resources available to do this.
- Ensure that all employees and customers are treated fairly and consistently, without discrimination.
- Take action to combat discrimination in all areas of employment and service delivery on grounds of race, gender, disability, sexual orientation, age, family or marital status, religion or belief or any other grounds which cannot be justified.
- Monitor all areas of employment including, recruitment, promotion, training opportunities and take up pay, grievances and disciplinary action to



ensure equal treatment for all employees, and action will be taken where unequal treatment is found.

Berben Installations will ensure that Equality objectives and targets are regularly set, monitored and reviewed across all areas of our work. **Berben Installations will do this through :-**

- Ensuring that all employees are aware of the policy
- Ensuring that all sub contractors and organisations providing services on our behalf have Equality policies concerning employment and service delivery.
- Liase and consult with the clients, councils and stakeholders to ensure good practices are maintained.

Approved & Authorised by:



Print Name:

Paul Tunley

Date:

7th October 2013