

Equality & Diversity Policy

Introduction

EESG is committed to creating and sustaining a positive and supportive working environment for our staff, where staff are equally valued and respected, and are encouraged to thrive professionally. As a provider of employment, we value the diversity of our staff. We are committed to providing a fair, equitable and supportive working environment for our staff, and this is reflected in the core values of the business.

Diversity - We view the diversity of our staff as a great asset. Equity - We believe in the equitable treatment of all.

The Equality and Diversity Policy provides for coordination and implementation at a strategic level and is supported by additional policies that provide the business with an integrated approach to equality and diversity.

Commitment to equality and diversity

EESG believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement.

To this end, EESG acknowledges the following basic rights for all staff members: to be treated with respect and dignity to be treated fairly with regard to all procedures, assessments and choices to receive encouragement to reach their full potential. These rights carry with them responsibilities and EESG requires all staff members to recognise these rights and to act in accordance with them in all dealings with fellow staff members. In addition, EESG will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Responsibility

The Directors and shareholders have responsibility for ensuring that EESG complies with the requirements of the Equality Act 2010, including the general duty to have due regard to:

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
Advance equality of opportunity between people who share a protected characteristic and those who do not.
Foster good relations between people who share a protected characteristic and those who do not.
The management team is responsible for developing policy and practice on behalf of EESG and for advising staff in order to support compliance with equality legislation.

EESG recognises that all of its staff have a duty to support and uphold the principles contained in its Equality and Diversity Policy and supporting policies.

Dealing with discrimination

EESG is committed to creating and sustaining a positive and mutually supportive working environment for our staff, where individuals are equally valued and respected. Bullying, harassment or victimisation of any individual will not be tolerated and any allegations will be taken seriously and dealt with appropriately under the relevant procedures.

Date: Jan 2021

Signed: 
Mr P Daly, Director