

# Equal Opportunities Policy

Save energy. Save money. Save the environment.

## Commitment to equal opportunities

Thermoservices Ltd is committed to ensuring that equal opportunities exist for all, irrespective of race, religion, belief, political opinions (except where discriminatory), creed, colour, ethnic origin, nationality, marital, civil partnership or parental status, sex, sexual orientation, perceived sexual orientation, disability, age or perceived age.

Thermoservices Ltd recognises that sexual, racial and other forms of harassment may cause problems at work and is committed to ensuring that unacceptable behaviour does not take place.

## To whom this policy applies

This policy applies to Thermoservices Ltd's employees, sub-contractors and Director, whether full time, part time, casual, temporary or seasonal, also to the company's clients and suppliers.

## Responsibilities

It is the duty of all persons to accept their personal responsibility to ensure they adhere to the principles of this policy.

Thermoservices Ltd will:

- Promote equality of opportunity for all persons to ensure that individuals receive treatment that is fair, equitable and consistent with their relevant aptitudes, potential skills and abilities
- Recruit on the basis of merit and ability
- Promote a good and harmonious working environment in which all person are treated with respect
- Prevent occurrence of unlawful direct and indirect discrimination, harassment and victimisation
- Fulfil it's legal obligations under the equality legislation.
- Comply with it's own equal opportunities policy and associated policies
- Where appropriate, take lawful affirmative or positive action
- Regard all breach of equal opportunies as misconduct which could lead to disciplinary proceedings

Employees, sub-contractors, The Director, clients and suppliers

It is the duty of all persons to accept their personal responsibility for adhering to the principles of equal opportunity and maintaining racial harmony and they will ensure:

- They co-operate with any measures introduced to develop equal opportunities
- They respect the sensitivities of others

- They refrain from taking discriminatory actions or decisions which are contrary to this policy
- They do not instruct, induce, or attempt to induce or pressurise others to act in breach of this policy

## **The Law**

The law governing this policy is:-

### The Equality Act 2010

This Act replaces all previous equality legislation. It brings together nine separate pieces of legislation into one single Act, simplifying the law and strengthening it in important ways to help tackle discrimination and inequality.

Previous legislation:-

- Equal pay Act 1970 (Equal Value Amendment Act 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulation 1999)
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Three major statutory instruments

The Equality Act 2010 protects against discrimination and inequality due to the following:-

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

## **Grievance and disciplinary procedures**

We will ensure that any member who feels that he or she has been treated unfairly or subjected to direct or indirect unfair discrimination can raise the matter through the appropriate grievance procedure, where every effort will be made to secure a satisfactory resolution. We will ensure that any member making a complaint of unfair discrimination, will be protected from any victimisation, in any form, and will continue to treat unfair discriminatory conduct by any member of Thermoservices Ltd as a disciplinary offence.

## **Consequences**

Failure to comply with this policy will be treated in accordance with Thermoservices Ltd's disciplinary procedure, which could result in dismissal.

## **Monitoring and review arrangements**

Thermoservices Ltd will regularly monitor its policies to ensure that we pursue an effective policy of equal opportunity.