



Equal Opportunities Policy

Introduction

This document is a statement of Atlantix Construction policy for achieving equality of opportunity and access to services in all of its practices. As well as accepting responsibilities under the various Acts relating to discrimination and equal opportunities Atlantix Construction are committed to broad principles of social justice and implement a grievance procedure to deal with any complaints on discrimination. The service confirms that equal opportunities extend into its employment practices. It particularly recognises that many people are discriminated against and disadvantaged and that passive policies will not necessarily rectify this. Atlantix Construction will therefore actively pursue methods that are supportive and encouraging to those in such disadvantaged situations.

Framework

The policy applies to actual and potential employed staff and will be made known to applicants for all posts. All sections of the community will have equal access to work offered and no applicant will receive less favourable treatment than another because of his/her colour, ethnic or national origin, disability, sex, marital status, sexuality, age, religion or belief or responsibility for children or other dependants. In order to combat indirect discrimination no conditions or requirements will be applied to any post, which would have a disproportionate adverse effect on any of the above groups. The only requirements to be applied will be those fully justifiable by the job.

Implementing the Policy

In implementing the policy Atlantix Construction especially recognises the different and special needs of groups of people who may experience discrimination.

Ethnic Minorities

Atlantix construction is totally opposed to racism and will seek to combat any harassment or discrimination, which comes to its attention. In renouncing all forms of harassment it confirms that any such behaviour will be a disciplinary matter. Active support will be given to clients suffering harassment. Racist behaviour or speech within the work environment will be challenged.

Men or Women

Being opposed to discrimination on the basis of sex, Atlantix Construction confirms that its employment practices must be geared to the needs of both men and women and must cater insofar as is possible for the responsibilities of children and other dependants.

Atlantix Construction will deal seriously with cases of sexual harassment, whether verbal or physical, by or towards staff or clients or members of the public.

Disabled People

Atlantix Construction recognises that discrimination on the grounds of disability may arise either intentionally or through ignorance. It will seek to educate its staff to appreciate and understand the wide variety of needs of the disabled. It will seek advice from specialist bodies where necessary especially in connection with the nature of work carried out and the restrictions caused by the construction work environment.

Atlantix Construction will take all practicable steps to provide the facilities required for the disabled, both staff and members of the public.



Sexual Orientation

Atlantix Construction recognises that lesbian and gay men experience particular forms of discrimination.

A person's sexuality is not a matter to be taken into account in determining the suitability for a post nor will it be grounds for dismissal.

Atlantix Construction will endeavour to provide an atmosphere which is considerate and supportive to lesbian and gay men, whether clients or staff.

Atlantix Construction will not tolerate any harassment of lesbians or gay men, whether verbal or physical, within the work environment by or towards staff or members of the public.

Religion/Beliefs

Atlantix Construction is opposed to any form of discrimination against a person's religion or belief. Atlantix Construction will where possible, cater for an individual religion or belief, in our employment practices. Any discriminatory comments regarding a person's religion or belief will be challenged and dealt with accordingly.

Age

Atlantix Construction is opposed to discrimination on the grounds of a person's age. Atlantix Construction is aware of the benefits of a workforce, which offers a range of age groups and will not discriminate on the grounds of age. Atlantix construction's retirement age is that as laid down by statute. Atlantix Construction is aware of its responsibility for health and safety in the work place, due to this we have a minimum age of employment, which is currently 18 years of age.

Recruitment and Selection

The process of recruitment and selection for paid staff will be carried out to ensure that there is no discrimination directly or indirectly against any group.

Conditions of Service

It is a condition of employment that all members of staff adhere to the equal opportunities policy. Behaviour, which breaches the policy, shall be regarded as a disciplinary matter.

All employees of Atlantix Construction must accept a duty not to discriminate or to harass and to support those against whom such behaviour occurs.

Complaints

Complaints by employees shall be dealt with under the existing grievance procedure. Complaints by members of the public shall be dealt with under the integrated management system complaints procedure.

Signed 
.....
(Managing Director)

Date 20th January 2018