

# Fusion Mechanical Services Ltd

## Equal Opportunities Policy Statement

All staff, whatever their working pattern, no matter what their age, gender, sexual orientation or marital status, race, religious beliefs, nationality, ethnic or national origin, disability, part-time working, responsibility for dependants, trade union membership or trade union activity will have the right to be treated on the same basis in fair competition. Harassment and bullying are not acceptable and will not be tolerated in Fusion Mechanical Services Ltd. The elimination of unfair discrimination and prejudice is intended to provide individuals with scope to develop their full potential and to enable Fusion Mechanical Services Ltd to maximise use of talent.

### **Fusion Mechanical Services Ltd will:**

- a. Adopt a planned approach to eliminating barriers that discriminate against particular groups.
- b. Give clear guidance to employees on the commitment to equal opportunities.
- c. Recognise its legal obligations under the Race Relations Act 1976, the Equal Pay Act 1970, the Sex Discrimination Acts 1975, 1986 and 1999, the Disability Discrimination Act 1999, the Rehabilitation of Offenders Act 1974, the Human Rights Act October 2000, and the Employment Equality (Age) Regulations 2006.
- d. Continuously monitor and review its selection criteria and procedures to ensure that all employees are selected, promoted and treated solely on the basis of merits and abilities that are appropriate to the position.
- e. Promote personal development for all employees, to support their progress within Fusion Mechanical Services Ltd and, where appropriate, provide specialised facilities, equipment and individual training.
- f. Fulfil its social responsibility towards its employees and the community in which it operates, ensuring that appropriate support is given during times of personal difficulties.

### **Direct discrimination is defined as:**

Treating a person less favourably than others are or would be treated in the same or similar circumstances. This means treating someone less favourably than you would treat others in the same circumstances.

### **Indirect discrimination:**

This occurs when a job requirement or condition is applied equally to all, and has a disproportionate and detrimental effect on one age group, gender or racial group because fewer of that group can comply with it, and the requirement cannot be justified in relation to the job.

When decisions are made about an individual, the only personal characteristics taken into account will be those that, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

### **Harassment:**

Harassment can be described as inappropriate actions, behaviour, comments or physical

contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability or some other characteristic.

Fusion Mechanical Services Ltd regards discrimination, harassment or bullying, as described above, as gross misconduct, and any employee of Fusion Mechanical Services Ltd who discriminates against any other person will be liable to appropriate action in the Fusion Mechanical Services Ltd disciplinary procedures.

It is the aim of Fusion Mechanical Services Ltd, in its relationships with its employees and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified. In pursuance of this policy,

Fusion Mechanical Services Ltd may take special measures/positive action in favour of any group that is currently underrepresented in its workforce. In this it will take account of the Race Relations Act 1976, the Equal Pay Act 1970, the Sex Discrimination Acts 1975, 1986 and 1999, the Disability Discrimination Act 1999, the Rehabilitation of Offenders Act 1974, the Human Rights Act October 2000, and the Employment Equality (Age) Regulations 2006.

In pursuance of this policy, Fusion Mechanical Services Ltd reserves the right to discipline any of its employees who practice any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation.

Fusion Mechanical Services Ltd will monitor and evaluate this policy on an ongoing basis and inform the employees of its impact.