

NMT Crane Hire Ltd - Quality & Diversity Policy

The purpose of this policy is to provide diversity and equality to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of unlawful and unfair discrimination.

All employees, whether, part time, full time or temporary, will be treated fairly and equally and with respect.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- Every employees in touch with her working environment which promotes dignity and respect to all. No form of intimidation, brilliant or harassment will be tolerated.
- The commitment to diversity and equality in the workforce is good management practise and makes sound business sense.
- Breaches of our diversity and equality policy will be regarded as misconduct could lead to disciplinary proceedings.
- This policy is fully supported by senior management has been agreed with trade unions employee representatives.
- The policy will be monitored and reviewed annually.
- Implementation (include brief details of what will happen, how the policy will be monitored and reviewed over time).

Date: 02.01.2024

Signed: *Gwhite*

Director on behalf of NMT Crane Hire Ltd.

Review Date: 02.01.2025

The Law:

This policy will be implemented within the framework of relevant legislation which includes:

- Equal Pay Act 1970 (Equal Value Amendment 1984).
- Rehabilitation of Offenders Act 1974.
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999).
- Race Relations Act 1976.
- Disability Discrimination Act 1995.
- The Protection from Harassment act 1997.
- Race Relations (Amendment) Act 2000.
- Race Relations Act 1976 (Amendment) Regulations 2003.
- Employment Equality (Sexual Orientation) Regulations 2003.

Notes:

What should my diversity equality policy cover?

A policy is not required by law, but it is a good starting point for fairness at work. It is illegal to discriminate in employment so this will be a statement of your aims and attitudes as a company towards diversity and equality and how you intend to fulfil those aims and your legal obligations.

On the employment site, you should include:

- **Recruitment issues** (including advertising guidance), selection, training, promotion, discipline and dismissal.
- **Policies** with regards victimisation, discrimination from harassment. These issues should be included in your disciplinary and grievance procedures.
- **Policy development** - identification of a person responsible for policy and implementation together with employee consultation.
- **Communication** of the policy to all staff members and then availability of the policy to staff thereafter.
- **Monitoring** of job applicants, successful applicants, trainees, grievances, promotion, dismissal, etc.
- **Reviews** - of the policy and implementation of any changes.

Remember - no matter how well written your policy is, any policy without an action plan to back it up has no means of measuring its impact and effectiveness.