

VENT AIR COOLING LTD

Equality and Diversity Policy Summary Statement

Vent Air Cooling Ltd believes and recognises that the diversity of its communities is a huge asset that should be valued and seen as one of the Company's great strengths.

As an employer, the Company is committed to providing equality of opportunity and tackling discrimination, harassment and intimidation, and disadvantage. We are also committed to achieving the highest standards in service delivery, decision-making and employment practice. Equality of opportunity for all sections of the community and workforce is an integral part of this commitment.

The Company will not tolerate the less favourable treatment of anyone on the grounds of their gender, age, race, colour, nationality, ethnic or national origin, disability, marital status, sexual orientation, responsibility for dependents, trade union or political activities, religious or other beliefs, or any other reason which cannot be shown to be justified.

In driving forward this policy we will:

1. Seek to ensure that our workforce reflects the diverse communities we serve and that every employee is treated fairly during the whole of their working life.
2. Take action to eradicate discrimination and inequality when delivering services, when employing or partnering others to deliver services on our behalf.
3. Fulfil our obligations by adopting legal, national and local guidelines that seek to ensure equality of opportunity, eradicate discrimination and promote good relations.
4. Evaluate the impact of our policies, services and functions on communities and make changes to them where they impact unfairly or adversely on any group/s.
5. Make equalities a part of everyday working practice and train our employees to carry out this policy.
6. Set challenging equality and diversity objectives and targets in relation to employment, service delivery and the carrying out of our functions.
7. Make any necessary changes to our working practices.
8. Work with others to stamp out harassment and intimidation.
9. Help make equality a reality for all and get rid of prejudice, discrimination and disadvantage.
10. Consult with people from all the diverse communities to help shape the services we deliver and our policies and practices.
11. Consider the needs of all communities in the methods we use for communicating with customers, employees.

The aims of this policy

We are committed to achieving equality for all by removing direct and indirect discrimination on the grounds of:

- Age;
- Gender or transgender identity;
- Race, colour, nationality, national or ethnic origin, being a traveller or gypsy;
- Disability, including deaf people, blind people, people with a learning disability, people with a mental illness, and people living with HIV and AIDS;
- Religious belief or non-belief, or other beliefs;
- Marital status, family circumstances, or caring responsibilities;
- Sexual orientation;
- Income, employment status or housing circumstances;
- Membership or non-membership of trade unions, or involvement or non-involvement in trade union activity;
- Any other ground that cannot be shown to be justified.

One of the Company's key objectives is:

“To promote access, equality of opportunity and diversity, both as an employer and service provider”

We will do this by:

- Meeting all our responsibilities for equal opportunities in relevant legislation, codes of practice and Company policies or strategies;
- Making equality and diversity a mainstream to our work. This means making sure that all aspects of what we do, such as our policies, plans, practices and procedures, reflect and incorporate equality objectives and targets;
- Setting challenging equality objectives and targets in relation to employment and service delivery.
- Tackling all forms of bullying, harassment and intimidation;
- Taking positive action to address social, economic and geographical disadvantage;
- Making equalities the responsibility of every Director, Manager, employee and representative of the Company
- Training our employees to implement this policy;
- Monitoring the actions we take under this policy and report on progress;

Equality

Equality is about making sure people are treated fairly and given fair chances. Equality is not about treating everyone in the same way, but it recognises that their needs are met in different ways.

Equality focuses on those areas covered by the law, namely the key areas of race, gender, disability and, more recently, religion or belief and sexual orientation. Age will also be covered soon. A recent amendment to the Race Relations Act adds a duty for us to actively promote race equality and avoid race discrimination, by acting before it happens.

People must not be unfairly discriminated against because of any of these factors and we must all contribute to creating a positive workplace environment where discriminatory practices and discrimination no longer happen.

Diversity

Diversity is about valuing individual differences. A diversity approach aims to recognise value and manage differences to enable all employees to contribute and realise their full potential. Diversity challenges us to recognise and value all sorts of differences in our employees and, customers and stakeholders in order to make the Company a better place for everyone.

Statutory framework for Equality and Diversity

- Race Relations Act 1976, and associated Codes of Practice issued by the Commission for Racial Equality (CRE)
- Race Relations (Amendment) Act 2000
- CRE Code of Practice in Rented Housing
- The Equal Pay Act 1970
- The Sex Discrimination Act 1975, 1986 1999 (as amended)
- Sex Discrimination (Gender Reassignment) Regulations 1999
- The Disability Discrimination Act 1975, Law 2005 and associated Codes of Practice
- The Protection from Harassment Act 1997
- The Human Rights Act 1998
- European directive Employment Equality (Sexual Orientation) Regulations 2003
- European directive Employment Equality (Age) Regulations 2006
- Equality Act 2006