



Equality and Diversity Policy

Equal opportunities, or equality of opportunity, may be defined as ensuring that everyone is entitled to freedom from discrimination. There are two main types of equality encompassed in equal opportunities:

- Equality of treatment is concerned with treating everyone the same. Thus, in an organisational context it recognises that institutional discrimination may exist in the form of unfair procedures and practices that favour those with some personal attributes, over others without them. The task of equal opportunities is therefore concerned with the elimination of these barriers.
- Equality of outcome focuses on policies that either have an equal impact on different groups or intend the same outcomes for different groups.

Diversity describes the range of visible and non-visible differences that exist between people. Managing diversity harnesses these differences to create a productive environment in which everybody feels valued, where talents are fully utilised and in which organisational goals are met. (Kandola and Fullerton 1998).

HAWK Plant Hire Ltd is intent on advancing equality and diversity as key features within all its activities, as it believes this to be ethically right and socially responsible. The Equality and Diversity Policy is supported by additional policies including Safeguarding Children and Vulnerable Adults, Disability, Confidentiality and Professional Code of Conduct.

**This Policy takes account of the following legislation and associated Codes of Practice:
Equality Act 2010**

Commitment to Equality and Diversity

HAWK Plant Hire Ltd believes that excellence will be achieved through recognising the value of every individual. Our aim is to create an environment that respects the diversity of staff and clients and enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement with the organisation.

To this end, **HAWK Plant Hire Ltd** acknowledges the following basic rights for all:

- To receive a professional and appropriate service
- To be treated with respect and dignity
- To be treated fairly with regard to all procedures, assessments and choices
- To receive encouragement to reach their full potential

These rights carry with them responsibilities and **Hawk Plant Hire Ltd** requires all staff and clients to recognise these rights and to act in accordance with them in all dealings with others. In addition, **HAWK Plant Hire Ltd** will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. We will engage with

people to ensure the service is relevant and meets their needs. We will empower people to recognise and counter discrimination, and be supported in doing so.

No form of intimidation, bullying or harassment will be tolerated.

Responsibility

The HAWK Group Board of Directors, in conjunction with the General Manager, has overall responsibility for ensuring that the organisation operates within a framework of equality of opportunity.

The Safeguarding Officer will co-ordinate related activities, facilitate developments and communicate responsibilities to all staff and clients.

Hawk recognises that all of its staff and clients have a duty to support and uphold the principles contained in its Equality and Diversity Policy and supporting policies.

Implementation

We will ensure:

- An active commitment to equality and diversity within the organisation.
- Services offered are consistent with, and promote, equality and diversity.
- Training at all levels of the organisation, including those at senior management level.
- Organisation of, and contribution to, specific events, campaigns, and projects aimed at promoting equality of opportunity, diversity and anti-discriminatory practice.

Complaints

Any complaint will be taken seriously and dealt with in a timely and sensitive manner, in accordance with the HAWK Plant Hire Grievance Procedure. The procedure can be obtained from the company G drive.

Signed



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