

EQUALITY AND DIVERSITY POLICY



Our vision for equality and diversity for Galloway Construction Ltd is one of:

- Providing a service to the wider community, employing people from that community and treating all as equals.
- Valuing the diversity of their contributions and aspirations whatever they maybe
- No matter whom they are or what their circumstances are

Some people may suffer from inequality due to discrimination because of the following reasons: their age, health, race, ethnic origin, religion, gender, sexuality or because they have a disability, they are pregnant or on maternity, they have undertaken gender reassignment, they are married, or they are in civil partnerships. We value the diversity of the people within our company and who we come into contact with as a result of the work we do, and we are committed to:

- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equalities Act 2010.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Fostering good relations between people who share a protected characteristic and those who do not.

Our public statements, services and employment practices will reflect this commitment.

We will promote this policy and expect respect for it from all we come into contact with including, partners in business, our employees, our clients, suppliers and our sub-contractors.

Context

The need and aspirations of the people within our employ and those we come into contact with set the context for this policy. But the Government both national and local along with other Companies also influence our pursuit of objectives and our choice of solutions.

Our company has developed a vision and priorities in consultation with our employees, clients and Companies. Our vision and corporate objectives for the company are:

- To remain a profitable company that continues to invest in its people and the local community that we work within.
- To grow our business and to develop our place within the construction sector; we will do this through co-operation and partnership with our clients.

Our corporate strategic aims include:

- Increasing our competitive advantage
- Ensuring our workforce reflects the community we work within
- Provide training to update and maintain the skills of our workforce

Equality Act 2010

The Equality Act 2010 replaces and consolidates all existing equality legislation, including the Disability Discrimination Act 2005, The Equal Pay Act 1970 and The Race Relations (Amendment) Act 2000. The Act aims to reform streamline and harmonise the current anti-discrimination legislation in order to support and promote equality.

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The Equality Act 2010 covers nine protected characteristics, making it unlawful to discriminate on the grounds of:

- Age
- Disability
- Gender Reassignment (no longer required to be under medical supervision)
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Gender
- Sexual orientation

This policy states clearly what we will do to ensure that no discrimination results from anything we do as a company.

How we will monitor and review the policy:

Our policy has a built-in evaluation system. We will review regularly to ensure that we are still delivering our desired outcomes and learning from evaluation.

We will achieve our objectives in equality and diversity at corporate and service levels. We will monitor our workforce as well as our suppliers, Clients and sub-contractors. We will use national and locally developed performance indicators as part of our audit and scrutiny of our progress.

We require every senior person and member of our company to recognise and carry out their own responsibility towards contributing to the success of this policy. We have earmarked money and employee hours to improve our performance on equalities and diversity.

Directors take the lead in promoting equality and diversity, ensuring that these issues are given due consideration and status within the business and also in the monitoring that we carry out as part of this policy and our procedure.

Executive Directors of the company actively support and assist the equalities work by overseeing the strategic implementation of equalities and diversity. A named Executive Director will act as the champion for leading this work within the Company.

Operational Managers supported by Directors have an essential role in delivering this policy by:

- Actively developing their operational approach to equality and diversity.
- Ensuring that employees under their control are adequately trained to meet the requirements of this policy.
- Establishing and maintaining appropriate consultation with partners, clients and sub-contractors.

How we will consult

We are committed to taking account of how our policy affects different groups through consultation.

This safeguards fairness and helps us to understand how the policy works from the point of view of employees, clients and sub-contractors. We will involve a range of qualified and experienced people from within the business as well as from external sources. We will consult them during the following stages of the policy process:

- Development
- Implementation
- Monitoring
- Review and revision

We will use different methods of consultation to reach different groups of our people, clients and sub-contractors, and adopt a flexible approach to meet various and changing needs.

Employing people

As a local business we require the ethnic composition of our workforce to reflect that of the local population, so that it represents and serves the population better. The business also recognises that people from ethnic minorities face particular disadvantages in employment.

We are not a large employer, but our people are the largest resource we have in improving equality and diversity, so we want to ensure that they understand its importance and have the confidence and capacity to do so. We will do this by:

- Developing a workforce profile that reflects the community profile.
- Giving staff the knowledge and confidence to tackle equality and diversity issues.

Trade union activities

We will not discriminate against anyone because of his or her trade union activities or membership. We encourage our employees to join relevant trade unions, but recognise that this is a personal choice, which cannot be a basis for any form of discrimination.

Tackling discrimination

It's our policy not to discriminate unlawfully or unfairly against anybody.

We do know, however, that unlawful and unfair discrimination is common in society. It's based on stereotypes and false assumptions, and the belief that some groups of people have more or fewer rights than others. We oppose unfair discrimination as an abuse of advantage and power.

We also know that institutions as well as individuals can unlawfully and unfairly discriminate. We define institutional discrimination as:

- The collective failure of a Company to provide an appropriate and professional service to people because of who they are.
- Processes, attitudes and behaviour, which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and stereotyping.
- Not just actions taken by a person or Company, but also actions not taken, neglect, or services provided which do not meet the needs of members of different social groups.

Institutional discrimination can be unwitting, and it can exist no matter how good the intentions of the individual or the Company. This is a challenge which all Companies, including us, need to face honestly and openly. We will examine our policies and practices and their outcomes to guard against disadvantaging any section of our workforce or partner Companies.

What we will do:

Disability

Our actions will be based on the Social Model of Disability; 'it is not a person's impairment or medical condition which is the cause of disadvantage but attitudinal and environmental barriers'.

- We will:
- Undertake actions which will promote within our business and equality of opportunity, reduce discrimination for disabled people in line with our specific and general duties under the Equality Act 2010. This includes elimination of harassment, promotion of equal opportunities, promoting positive attitudes and encouraging the participation of disabled people within either our employ or those other Companies that we have contact with.
- Ensure that our services do not discriminate against people because of their disability

Race

We recognise racism as any unfair discrimination on the grounds of people's skin colour, accent, religious beliefs, dress, culture or ethnic origin. We are determined to challenge racism and to create an environment that is free from discrimination.

We know that racism is widespread within society. And we know that we must confront it to reduce its damaging effects on everybody. Racist assumptions create the barriers which can hinder appropriate democratic representation, services and employment opportunities.

We will:

- Ensure equality of opportunity for all employees from minority ethnic communities and from majority ethnic communities.
- Identify, challenge and act on racist attitudes, remarks and behaviour.
- Ensure that our services do not discriminate against people because of their race

Gender

Our aim is to promote equality of opportunity between men and women and eliminate unlawful discrimination and harassment within our business.

We recognise that the transgender community may experience discrimination and harassment. To address this, we will:

- Ensure that our services do not discriminate against people because of their gender.
- Ensure fair promotion and development opportunities for people in our employ

Women

We recognise that sexism is deep-rooted within society, and that it often undermines women's significant contributions. They are a large and diverse group of people who may experience various forms of discrimination.

We will:

- Challenge discriminatory assumptions about women.
- Offer equal access for women within our employment and encourage other Companies to do the same.

Caring responsibility

We recognise that people with caring responsibilities for others may face discrimination. We will:

- Adopt flexible employment practices.
- Provide maternity, paternity, partner or support leave for birth, adoptive and foster parents.

Sexual Orientation

We recognise that our LGBT community may face discrimination and hostility through intolerance and ignorance. We will:

- Ensure that our employment practices take account of individual needs.
- Prevent discrimination by means of education and by promoting positive images of our LGBT workforce

Age

The age structure of a workforce population is important for planning and shaping future training requirements that will ensure skill set and knowledge preservation to meet the future needs of the business.

We will monitor the training needs of our workforce irrespective of their age.

We recognise that people are discriminated against because of their age. We will ensure that the workforce and the company will not:

- Discriminate directly against anyone
- Discriminate indirectly against anyone
- Subject someone to harassment related to age.
- Victimise someone because of age.
- Discriminate against someone, in certain circumstances, after the working relationship has ended, unless objectively justified.
- Compulsorily retire an employee unless it can be objectively justified.
- We will ensure that we have policies in place which are designed to prevent discrimination in:
 - Recruitment and selection
 - Determining pay

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- Training and development
- Selection for promotion
- Discipline and grievances
- Countering bullying and harassment

HIV or AIDS/Other conditions

We recognise that people face discrimination due to being HIV positive or having AIDS or having other life changing conditions. We will:

- Ensure that our employment practices meet the specific needs of people living with these life changing conditions
- Support our employee's people who are enduring these life changing conditions
- Challenge false information about the nature of any life changing conditions

Religion or Belief

We will not discriminate against anyone because of his or her religion or belief, which is any religion, religious belief, or similar philosophical belief.

We will respect and accommodate people's religious observances in both serving and employing them, and we will expect others to do the same.

We realise that at times some people's beliefs may conflict with other aspects of this policy. We will try to resolve any such conflicts, but we will treat the aims of this policy as overriding and expect others to comply with it.

What we will do:

We will be aware and sensitive to the cultural and religious needs of our employees to the point where it does not conflict with good business sense or UK legislation. This can mean making provisions for:

- Flexible working providing
- Authorised paid or unpaid time off to observe festivals and ceremonies where there is no conflict with the needs of the business.
- Dietary requirements where the provision of food for our employees is a company responsibility
- Dress requirements where there is no conflict with Health and Safety or other mandatory requirement.

The policy shall also apply to employees of contractors working at the Company's premises.

This policy will be reviewed where necessary on a regular basis, and as a minimum once per year.


Ian Preston
Managing Director
Gallaway Construction Ltd
04th January 2023