

**MadiganGill**

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**Equal Opportunities Policy 2019**

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**POLICY STATEMENT**

The aim of this Policy is to communicate the commitment of the Company to the promotion of equality of opportunity at MadiganGill.

It is our policy to provide equality of employment to all, irrespective of:

- gender, including gender reassignment, marital or civil partnership status
- having or not having dependents, religious beliefs or political opinion
- race (including colour, nationality, ethnic or national origins,) disability
- sexual orientation, age

We are opposed to all forms of unlawful and unfair discrimination. All Employees of the Company will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on employment, selection for office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the Company. Our equal opportunities policy will help Employees to develop their full potential and the talents and resources of the Employees will be utilised fully to maximise the effectiveness of the Company.

MadiganGill recognise that there is a statutory duty under the Equality Act 2010, to implement an Equal Opportunities Policy. This Policy applies to existing employees, applicants for employment and contractors alike.

MadiganGill are committed to the principles and practice of Equality. MadiganGill value the diversity of the local population. We want our services, facilities and resources to be accessible and useful to all persons regardless of gender, age, ethnic origin, religious beliefs, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

Signed.....  ..... **Mr Danny Madigan  
MadiganGill**

Dated: 1st January 2019

## EQUALITY COMMITMENTS

We are committed to:

- promoting equality of opportunity for all persons;
- promoting a good and harmonious learning environment, in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated;
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation;
- fulfilling all our legal obligations under the Equality legislation and associated codes of practice complying with our own Equal Opportunities Policy and associated policies;
- taking lawful affirmative or positive action, where appropriate;
- breaches of our Equal Opportunities Policy will be regarded as misconduct and could lead to termination of employment;

The Company recognises all legislation to implement equal opportunities in the work place including:

- Equality Act 2010;
- Rehabilitation of Offenders Act 1974;
- Immigration, Asylum and Nationality Act 2006 Human Rights Act 2004;

This Policy is fully supported by the Managing Director – Mr Danny Madigan and is adopted by MadiganGill.

## **IMPLEMENTATION**

Mr Danny Madigan has specific responsibility for the effective implementation of this Policy. We expect all Employees of the Company to abide by the Policy and help to create the equality environment which is its objective.

In order to implement this policy we shall:

- communicate the Policy to Employees by issuing the Policy to all existing, and new Employees
- MadiganGill will endeavour, through appropriate training, to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for employment within the Company
- incorporate specific and appropriate duties in respect of implementing the Equal Opportunities Policy into roles and responsibilities of Employees
- incorporate equal opportunities notices into general communications practices
- ensure that adequate resources are made available to fulfil the objectives of the Policy

## **COMPLAINTS**

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed grievance procedures. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that Employees who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Complaints from members of the public will be dealt with under agreed grievance procedures.

## MONITORING AND REVIEW

Employees are encouraged to bring to the attention of the Director, areas, which in their opinion, this Policy appears inadequate. All such comments will be given consideration and reviewed

This Policy and its contents will be reviewed on at least an annual basis, provision will also be made to undertake a review in the event of the introduction of new, or the amendment of existing legislation or codes of practice

<b>DATE OF REVIEW</b>	<b>REVIEWED BY</b>	<b>BRIEF DESCRIPTION OF CHANGES</b>	<b>NEXT REVIEW DATE</b>
1 <sup>st</sup> January 2015	EC Safety Solutions Limited	Initial Policy	1 <sup>st</sup> January 2016
1 <sup>st</sup> January 2016	EC Safety Solutions Limited	Confirmation of compliance	1 <sup>st</sup> January 2017
1 <sup>st</sup> January 2017	EC Safety Solutions Limited	Review of document	1 <sup>st</sup> January 2019
1 <sup>st</sup> January 2019	PBI Health & Safety Consultancy	Review of document	1 <sup>st</sup> January 2019