

Equal Opportunities Policy, Statement of Intent



PLY4, Dated: 2nd March 2018 (Rev. F)

Introduction: Morland Utilities understand that it is unlawful to discriminate on the grounds of someone's sex, sexual orientation, status as a married person or a civil partner, race, colour, age, nationality, ethnic origin, religion, beliefs, because of disability, pregnancy or childbirth, or subsequent maternity leave. The company also understands that it is unlawful to discriminate on the grounds that an individuals or groups are a members or non-members of a trade union.

Legislation: Legislation referred to, Race Relations Act 1976, Sex Discrimination Act 1975, Disability Discrimination Act 1995, Employment Equality (Sexual Orientation) Regs 2003, Employment Equality (Religion or Belief) Regs 2003, Employment Equality (Age) Regs 2006, Equality Act 2010.

Forms of Discrimination: Morland Utilities understand that the use of discrimination is unlawful and will ensure no prospective employee or actual employee is discriminated against as detailed; Direct Discrimination, where a person is less favourably treated, Indirect Discrimination, where particulars of a post are designed preventing a person applying for a position with the company, Victimisation, where someone is treated less favourably than others because they have taken action against the Company under the relevant legislation or their stance or position held, Harassment, where someone is subjected to or influenced by unwanted or unacceptable conduct.

Recruitment: All potential employees and job applicants will receive equal treatment or treated to cater for their differences giving them equality compared with others.

Disablement: All potential employees and job applicants who have disabilities will receive equal treatment or treated to cater for their differences giving them equality compared with others.

Employment: All employees will receive equal treatment or treated to cater for their differences giving them equality compared with others.

Positive Action: Although it is unlawful and against this policy to discriminate in favour of individuals and groups Morland Utilities will take positive action, as permitted by law, to pursue greater representation of under-represented groups within the company.

Disciplinary: Morland Utilities Directors treat equally opportunities very seriously and will take action when any employee has a grievance about being treated un-equally or if the company has not catered for their differences giving them equality compared with others. Any employee found to be responsible for conscious or intentional discrimination will be dismissal for gross misconduct.

Monitoring and Review: This Equal Opportunities Policy Statement is subject to regular formal review on a minimum of an annual basis.

A handwritten signature in black ink, appearing to read "SHO".

Steve Holland
Managing Director

Next Review Date: 2nd March 2019