



Walsh Construction Ltd

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Equality, Diversity and Inclusion Policy

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1.0 Equal Opportunities Policy

It is the Company's policy not to discriminate against its employees on the basis of their gender, sexual orientation, marital or civil partner status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability or age, pregnancy (together the "**Protected Characteristics**") or the fact that they are a part-time worker or a fixed-term employee.

The Company is committed to ensuring that its employees and applicants for employment shall not be disadvantaged by any policies or conditions of service which cannot be justified as necessary for operational purposes. The Company will appoint, train, develop, reward and promote on the basis of merit and ability.

All employees have personal responsibility for the practical application of the Company's equal opportunities policy, which extends to the treatment of job applicants, employees, customers and visitors.

Special responsibility for the practicable application of the Company's equal opportunities policy falls upon managers, supervisors and HR personnel involved in the recruitment, selection, promotion and training of employees.

The Company's grievance procedure is available to any employee who believes that he or she may have been unfairly discriminated against. You will not be victimised in any way for making such a complaint in good faith. Complaints of this nature will be dealt with seriously, in confidence and as soon as possible.

This policy does not form part of the employee's contract of employment.

2.0 Who is covered by this Policy?

This policy covers all individuals working at all levels and grades, including, all employees, consultants, contractors, apprentices, casual and agency staff.

All employees have a duty to act in accordance with this policy, and therefore to treat colleagues with dignity at all times, and not to discriminate against or harass any of their colleagues or other members of staff. In some situations, the Company may be at risk of being held responsible for the acts of individual members of staff and will not therefore tolerate any discriminatory practices or behaviour.

This policy applies equally to the treatment of our visitors, clients, customers and suppliers by our employees and the treatment of our employees by these third parties.

3.0 Scope and purpose of policy

The Company will not unlawfully discriminate on grounds of a Protected Characteristic, or part-time or fixed-term status.

This policy applies to the advertising of jobs and recruitment and selection, to training and development, to opportunities for promotion, to conditions of service, pay, benefits and facilities; to health and safety and to conduct at work, to grievance and disciplinary procedures and to termination of employment for any reason.

The Company will take appropriate steps to accommodate the requirements of employees' religions, cultures and domestic responsibilities.

4.0 Forms of discrimination

Discrimination may be direct or indirect and it may occur intentionally or unintentionally. It may also arise due to someone's association with an individual who has a Protected Characteristic, or because an individual is perceived to have a Protected Characteristic, even if that is not in fact the case.

Direct discrimination occurs where someone is put at a disadvantage for a reason related to a Protected Characteristic. For example, rejecting an applicant of one's race because it is considered they would not "fit in" on the grounds of their race could be direct discrimination.

Indirect discrimination occurs where an individual is subject to an unjustified provision, criterion or working practice which puts them at a particular disadvantage because of a Protected Characteristic. For example, a height requirement would be likely to eliminate proportionately more women than men. If these criteria cannot be objectively justified for a reason unconnected with sex, it would be indirectly discriminatory on the grounds of sex.

Discrimination also includes victimisation (being subjected to a detriment because of action taken to assert legal rights against discrimination or to assist a colleague in that regard) and harassment (subjecting someone to unwanted conduct that has the purpose or effect of violating their dignity or creating an offensive, intimidating or hostile environment for them and which is related to a Protected Characteristic).

5.0 Recruitment and Selection

The Company aims to ensure that no job applicant receives less favourable treatment on any unlawful grounds. Recruitment procedures will be reviewed regularly to ensure that individuals are treated on the basis of their relevant merits and abilities and that sufficiently diverse groups of the community are reached where possible. Job selection criteria are reviewed to ensure that they are justifiable on non-discriminatory grounds as being essential for the effective performance of the job.

The Company aims to take steps to ensure that knowledge of vacancies reaches a wide labour market and, where relevant, groups under-represented within the Company. Where appropriate, use may be made of lawful exemptions to recruit suitably qualified

people to cater for the special needs of particular groups. Vacancy advertisements shall include an appropriate short statement on our equal opportunities policy and a copy of this policy shall be available on request to those who enquire about vacancies. Please note it is a requirement of site workers to be 'physically fit' in order to perform the duties of the role.

6.0 Disability Discrimination

If you are disabled or become disabled in the course of your employment with us, you are encouraged to tell us about your condition. This is to enable us to support you as much as possible.

You may wish to advise the management team of any reasonable adjustments to your working conditions, or the duties of your job which you consider to be necessary, or which would assist you in the performance of your duties. The company may wish to consult with you and with your medical advisor(s) about possible reasonable adjustments. Careful consideration will be given to any such proposals and they will be accommodated where proportionate to the needs of your job. Nevertheless, there may be circumstances where it will not be reasonable for us to accommodate the suggested adjustments and we will ensure that we provide you with information as to the basis of our decision not to make any adjustments.

7.00 Breaches of the policy

If you believe that you may have been disadvantaged on any unlawful grounds you are encouraged to raise the matter through the Company's grievance procedure. If you believe that you may have been harassed on any unlawful grounds, you are encouraged to raise the matter immediately with the management team. Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure. Employees who make such allegations in good faith will not be victimised or treated less favourably as a result. False allegations of a breach in this policy which are found to have been made in bad faith may, however, be dealt with under the disciplinary procedure.

As this policy applies equally to the Company's employees' relations with visitors, clients, customers and suppliers, if, after investigation, you are proven to have committed an act of discrimination or harassment, you will also be subject to disciplinary action.

Signed:

Dated: 1st May 2025



James Evitts
Managing Director