

## Equal Opportunities Policy

### Our Commitment

Blackoak Surfacing Ltd is committed to the idea of equal opportunities for all. Our policy is to make sure that no customer, or person involved or associated with Blackoak Surfacing receives less favourable treatment on the grounds of:

- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Sexual orientation
- Age

Blackoak Surfacing Ltd is opposed to all forms of unlawful and unfair discrimination. We believe in human rights for all those connected with this organisation and all members of society. No action shall be taken against them by any person connected with Blackoak Surfacing Ltd which would devalue their contribution to society and to this organisation, or lead to a loss of their own self respect, or respect for them from others.

Responsibility for making sure that Blackoak Surfacing Ltd fulfils its obligations under this Policy rests with A N Other, Director of Human Resources.

### Who does the Policy apply to?

All individuals within this organisation are responsible for compliance with this Policy, and for the positive attitude it requires. All external persons connected with Blackoak Surfacing Ltd are encouraged to hold the same responsibility and commitment.

### What will we do?

We will make sure that all our staff and sub-contractors are aware of our Equal Opportunities Policy, and where applicable will make them aware of their responsibilities. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the grounds named above. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

### How will we know if the Policy is working?

The working of the Equal Opportunities Policy will be monitored by the A N Other, Director of Human Resources on an annual basis, or sooner if necessary.

### Dealing with complaints

It is recognised that many individuals may be unwilling to make a complaint regarding equal opportunities, for a variety of reasons, including:

- Fear that others will consider that behaviour trivial
- Fear of retaliation and/or public humiliation
- Fear that the complaint will not be taken seriously

Such concerns may make an individual choose to leave the organisation, or change their job. Blackoak Surfacing Ltd regards this as unacceptable.

It is important that employees should feel able to raise concerns without fear and in the knowledge that their complaint will be taken seriously.

All complaints will receive prompt attention and will be properly investigated. We will seek to resolve them as quickly as possible.

Sometimes it may be possible for an employee affected by the behaviour of another simply to ask the harasser to stop, or make it clear that the behaviour is unwelcome. If this is appropriate then the employee should do this. However, such an approach may not be appropriate and employees should feel able to raise matters at any time with their line manager or with A N Other, Director of Human Resources under the business's existing Grievance Procedure.

Name .....

Signed .....

(Director)

Date.....

A Fresh approach to groundwork.....

