

	Carraig Safety Consultants Ltd	Rev Date: September 2020
S – EQ05		Rev No: 1.3

## ***Carraig Safety - Equality Policy***

Carraig Safety Consultants Ltd is committed to eliminating discrimination and encouraging diversity amongst our workforce & learning environment. Our aim is that our workforce and learning environment will be truly representative of all sections of society and each employee feels respected and able to give their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and learning environment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination and refusal. All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. All learners attending accredited and non-accredited training will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees and learners will be helped and encouraged to develop their full potential and the talents. Resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

### Our Commitment:

- To create an environment in which individual differences and the contributions of all our staff and learners are recognised and valued
- Every employee and learner is entitled to an environment that promotes dignity and respect to all, no form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- We will review our learner resources and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by management
- This policy will be monitored and reviewed annually.

Signed: *Emer Gaffney* Date: September 2019  
 Director, Carraig Safety Consultants Ltd