

EQUALITY & DIVERSITY POLICY



MBS Building & Maintenance is committed to ensuring that no individual will be unjustifiably discriminated against. This includes, but not exclusively, on the basis of gender, race, nationality, ethnic or national origin, religious or political beliefs, disability, marital status, social background, family circumstances, sexual orientation, gender reassignment, spent criminal convictions, age or for any other reason. The company will comply with all relevant legislation and good practice.

We are committed to the development of policy which values people from all sections of society and the contribution which each individual can make. In all areas of our business we wish to see a workforce that reflects the local population and areas within we work. We seek to encourage recruitment, retention and development from as wide a range as possible of people from ethnic, cultural, religious and social backgrounds.

We are committed to ensuring selection, appointment and advancement is on merit and the basis of job requirements and equality of opportunity for all applicants and staff. We believe that every member of staff is entitled to be treated with respect, integrity and openness ensuring all discrimination and disadvantage is eliminated in all aspects of our management and employment practices. We expect all our staff to adopt a professional manner, treating everyone fairly and consistently, whilst valuing the different contributions individuals can make.

We will apply these principles in our daily practices, and apply them whilst working with our clients, sub contractors, suppliers and other companies and organisations receiving a service from us.

RESPONSIBILITY & IMPLEMENTATION

Our policy is available to all staff; company directors have overall responsibility for ensuring the company operates within the framework of equal opportunity, and will be responsible for keeping all staff informed of any policy developments that are related to equality and diversity. The commitment of all members is required to implement this strategy which will be monitored and developed.

Review due : 12.01.20