



Equal Opportunities

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Revision Table

Revised on	Version #	Description	Approved by
31/10/22	7.0	No Updates Initial Doc	Gary Anderson
07/06/23	8.0	Update Format	Ashley Barber

Policy brief & purpose

Policy to ensure that all employees and personnel are given the same opportunities and are treated fairly and equally at all times

Scope

This policy applies to all staff employed by Holmes Building Contractors and also includes a broader community to ensure that there is equality and respect in all our undertakings



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Policy elements

General Statement

Holmes Building Contractors Ltd is an equal opportunities employer. The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on the basis of gender, race, disability, colour, nationality, ethnic or national origin, marital status, sexuality, responsibility for dependants, religion, trade union activity or age. All employees will be given equality of opportunity within the company and will be encouraged to progress within the organisation. To ensure that no direct or indirect discrimination is occurring, recruitment and other employment decisions will be regularly monitored in conjunction with ethnicity, gender disability records of job applicants and existing employees. The company is committed to a programme of action to make this policy fully effective.

The business will put this into practice by:

- a. Ensuring the recruitment, selection, training, promotion, discipline and dismissal of staff is on the basis of merit and ability of the employee
- b. Ensure that no employee is subject to victimisation, discrimination and harassment and making it clear that these are disciplinary offences
- c. Endeavouring to ensure the workplace is accessible and managed to suit the needs of all staff, employees and subcontractors, as is reasonably possible
- d. Ensuring that all employees know and understand the policy

Management Responsibility

The Directors have overall responsibility for equal opportunities and will ensure that the policy is properly implemented, monitored and periodically reviewed, in accordance with the relevant provisions.

A handwritten signature in blue ink, appearing to read 'Garry Holmes'.

Signed..... Garry Holmes (Director) Date 31 / 10 / 22

A handwritten signature in blue ink, appearing to read 'Neil Holmes'.

Signed..... Neil Holmes (Director) Date 31 / 10 / 22

A handwritten signature in black ink, appearing to read 'John Devany'.

Signed..... John Devany (Director) Date 31 / 10 / 22

