

Integra Buildings Ltd is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best. The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

## 1. Equality and Diversity Policy

1.1 To provide equality, fairness, and respect for all in our employment, whether temporary, part-time, or full-time.

1.2 Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

1.3 Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms, and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training, or other developmental opportunities.

## 2. Our Commitment

2.1 To encourage equality and diversity in the workplace as they are good practice and make business sense.

2.2 To create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

2.3 This commitment includes training managers and all other employees about their rights and responsibilities under the equality policy.

2.4 Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken.

Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. Sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to

circumstances where harassment relates to a protected characteristic – is a criminal offence.

Equality and Diversity Policy Integra Buildings Ltd commit to make opportunities for training, development, and progress available to all staff, who will be helped and encouraged to develop their full potential. Integra Buildings will conduct a review of employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy Monitoring will also include assessing how the equality policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

This policy will be communicated to all current members of staff and included in new employee's induction procedures.

This Policy has the full support of the management/ board. This policy will be reviewed on an annual basis or sooner if appropriate with any changes brought to the attention of all concerned.

The person responsible for the overall implementation of the policy will be the Director's & CEO.



Gary Parker  
CEO  
January 2024