Our Equal Opportunities Policy

It is the policy of Abercol to treat everyone with dignity and respect at work.
We are committed to establishing and maintaining a program of equal employment and non-discrimination for all, in accordance with the relevant obligations under the Equality Act 2010.

This statement of policy is intended to guide our approach to equal opportunities and serves as a reference for all employees and workers. In order to ensure compliance with the law and to keep it effective and relevant, this policy may be modified as necessary over time.

We provide equal employment opportunities in line with advancements in the field of race relations, age, gender equality, sexual orientation, religion or belief, gender reassignment, pregnancy and maternity, disability, marriage and civil partnership. Our aim is to have a workforce that is representative of all sections of society and where every employee feels respected and empowered to perform at their best.

OUR COMMITMENT

- To foster an environment that recognizes and values the individual differences and contributions of all our staff.
- Every employee is entitled to a working environment that upholds dignity and respect for all. Any form of intimidation, bullying, or harassment will not be tolerated.
- We provide training, development, and advancement opportunities for all staff members.
- To promote workplace equality, as we believe it is a good management practice and promotes a thriving business environment.
- We regularly review our employment practices and procedures to ensure fairness.

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Melville St. Stoke-On-Trent, ST1 3LY

Our Equal Opportunities Policy

• All staff members are prohibited from directly or indirectly discriminating against or harassing any third party, including customers or clients.
• Breaches of our equality policy will be considered misconduct and may result in disciplinary action.
• Senior management fully supports this policy.

This policy will be communicated to all job applicants, employees, and workers, and a copy of the policy will be provided to all new employees upon joining the company. Customers and clients may also be informed of this policy.
We take a strict approach to enforcing this policy and any breaches will be handled according to our Disciplinary Procedure. Serious instances of deliberate discrimination may be deemed as gross misconduct and lead to termination of employment.
If you believe you have experienced discrimination, it is important to report your concerns to your line manager or a board director. Complaints will be treated confidentially and investigated as appropriate.
Retaliation or victimization against staff members who raise complaints about discrimination will not be tolerated. However, intentionally making false allegations will be considered misconduct and will be addressed through our Disciplinary Procedure.
The managing director holds overall responsibility for implementing and monitoring this policy, which will undergo regular reviews following its implementation and may be revised as needed.

Signed:



Colin Phillip – Managing Director

Date:09/02/2023 - Policy review date: 09/02/2024

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