



Premier Decorating, Property Maintenance & Interiors

GMD Building
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Equal Opportunities

Statement

G M Decorating is committed to building an organisation that makes full use of the talents, skills, experience and different cultural perspectives available in a multi-ethnic and diverse society, and where people feel they are respected and valued, and can achieve their potential regardless of race, colour, nationality, national or ethnic origins, sexual orientation, gender, disability or age.

G M Decorating will follow the recommendations and guidance of the Equality and Human Rights Commission, in all our employment policies, procedures and practices, and in dealing with customers and members of the public.

Policy

The aims of this Policy are to ensure that:

No-one receives less favourable treatment, on grounds of any protected characteristic (including age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex and sexual orientation); or is disadvantaged by any conditions, requirements, provisions, criteria, procedures or practices that cannot be justified on any other grounds.

No-one is victimised for taking action against any form of discrimination or harassment, or instructed or put under pressure to discriminate against, or harass, someone on the above grounds.

The organisation is free of unwanted conduct that violates the dignity of workers or creates an intimidating, hostile, degrading, offensive, or humiliating environment.

Opportunities for employment, training and promotion are equally open to male and female candidates, candidates from all racial groups, candidates with or without disabilities, and candidates of an age, and of any sexual orientation, religion or belief.

Selection for employment, promotion, training and access to benefits, facilities and services, will be fair and equitable and based solely on merit.

We will take the following steps to put the Policy into practice and make sure that it is achieving its aims:

NSA for Construction 2013 Award Winner 'Outstanding Supply Chain Company Contribution to Management and Leadership Success'



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Reg Office Address: 1B The SVT Building, Holloway Road, Heybridge, Maldon, Essex, CM9 4ER

The Policy will be a priority for the organisation.

The Managing Director, Liam Sweeney, will be responsible for the day to day operation of the Policy.

The Policy will be communicated to all workers and job applicants, and will be placed on the company's intranet and website.

Workers and their representatives will be consulted regularly about the Policy and about related actions and strategies.

All Workers will be trained on the Policy, on their rights and responsibilities under the Policy and on how the Policy will affect the way they carry out their duties. No-one will be in any doubt about what constitutes acceptable and unacceptable conduct in the organisation. Unacceptable conduct includes discrimination and harassment at work-related social functions.

Managers and Operatives in key decision-making areas will be trained on the discriminatory effects that provisions, practices, requirements, conditions and criteria can have on some groups and the importance of being able to justify decisions to apply them.

Complaints about discrimination or harassment in the course of employment will be regarded seriously and may result in disciplinary sanctions and even dismissal. The grievance procedure will be published in a form that is easily accessible.

Opportunities for employment, promotion and training will be advertised widely, internally and externally, and all applicants will be welcomed irrespective of race, colour, nationality, ethnic or national origins, gender, sexual orientation, disability, age, religion or belief.

All Staff and Operatives will be encouraged to develop their skills and qualifications and to take advantage of promotion and development opportunities in the organisation. All employees carrying out work of 'equal value' will receive equal pay regardless of their sex, race or any other protected characteristic and equal pay audits will be carried out as necessary.

Selection criteria will be entirely related to the job or training opportunity.

We will make reasonable changes to overcome physical and non-physical barriers that make it difficult for disabled employees to carry out their work and for disabled customers to access our services.

We will take a flexible approach to working arrangements. We will consider requests for changes carefully and objectively, and will accommodate them unless it would cause significant difficulties to the business or Staff/Operatives.

Customers and clients will be made aware of the policy and of their right to fair and equal treatment irrespective of race, colour, nationality, national or ethnic origins, sexual orientation, gender, religion/belief, disability or age.

Fair and equal treatment will be given to customers and members of the public by all staff. The business will investigate any complaints from staff that they are being harassed by a customer for reasons linked to protected characteristics and take suitable action to prevent further incidents.

The business will take all necessary steps to ensure that staff/operatives are legally entitled to work in the UK, making sure that staff/operatives from outside the EU have permission to work here by checking the validity of documents and keeping copies of them for two years after the employment has come to an end.



Name:	Liam Sweeney
Position:	Managing Director
Signed:	<i>L. Sweeney</i>
Date:	01/08/2017



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