



Equality and Diversity Policy

Drain 247 is dedicated to encouraging a supportive and diverse culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination of any kind in the workplace.

Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All employees; part-time, full-time, or temporary, will be treated fairly and with respect. When Drain 247 selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their ability, work ethic and also the type of training. All employees will be given help and encouragement to develop their full potential and utilise their unique talents.

Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce.

Drain 247 Promises:

1. To create an environment in which individual differences; such as skin colour, religion and sex, and the contributions of all team members are recognised and valued.
2. To create a working environment that promotes equality, dignity and respect for every employee.
3. To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy and escalate it when necessary.
4. To make training, development, and progression opportunities available to all staff regardless of gender, age, nationality, sexual orientation or religion.
5. To promote equality in the workplace and out on the field, which Drain 247 believes is good management practice and makes sound business sense.
6. To encourage anyone who feels they have been subject to discrimination i.e. racism, sexual harassment etc. to raise their concerns so we can apply corrective measures.
7. To encourage employees to treat everyone with dignity and respect both in the office and out in the field.
8. To regularly review all our employment practices and procedures so that fairness is maintained at all times.

Drain 247 will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace.

Drain 247 equality and diversity policy is fully supported by senior management and has been agreed with trade unions and/or employee representatives

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace and out in the field.

Signed and authorised by

Jim Rabulan

*Managing Director
Drain 247 Ltd*

Dated: January 2018