

Introduction

This document sets out our vision and objectives for promoting equality and diversity. This Policy ensures a clear and consistent approach to promoting diversity and equality across the whole of our organisation.

We will be recognised and known as an inclusive organisation that represents and serves people as equals. We value people as individuals with diverse opinions, cultures, lifestyles and circumstances.

We provide services for customers of local councils, who, as public bodies, have a wide range of legal duties to promote equality and diversity for their employees and customers.

Rundle & Co Ltd is not directly covered by all of these public sector duties. However, our public sector clients have legal responsibilities to make sure that their contractors promote equality and diversity of opportunity, eliminate discrimination and promote good relations between different groups of people when delivering services and employing people.

Therefore, when delivering public sector contracts, we are committed to ensuring that our services and employment practices support the public authorities' legal duties to promote equality and for all the above reasons, we adhere to the Equality Act 2010.



Amy Collins

Managing Director

May 2023



Policy General Statement

Rundle & Co. Ltd. is an equal opportunities employer and is committed to treating everyone equally.

It is our policy to take all reasonable steps to employ and promote employees on the basis of their abilities and qualifications without regard to gender (including gender reassignment); race; disability; sexual orientation; religion or belief; age; marriage and civil partnership and pregnancy and maternity.

We will appoint, train, develop, promote and remunerate on the basis of merit and ability alone. Employees have a duty to ensure our values of equal opportunities and non-discriminatory practices are upheld in everything we do. Disciplinary action will be taken against any employee who is found to have committed an act of discrimination. Serious breaches of this policy will be treated as gross misconduct in accordance with our disciplinary procedure.

Employees must not harass or intimidate other employees on the grounds of gender (gender reassignment); race; disability; sexual orientation; religion or belief; sex; age; pregnancy and maternity or marriage and civil partnership status.

Employees should draw the attention of their immediate line manager (or appropriate senior manager) to suspected discriminatory acts or practices.

Employees must not victimise or retaliate against an employee who has made allegations or complaints of discrimination with regard to gender (including gender reassignment); race; disability; sexual orientation; religion or belief; age; sex; marriage and civil partnership status; pregnancy and maternity or provided information about such discrimination.

Such behaviour will be treated as gross misconduct in accordance with the disciplinary procedure.

Employees should support colleagues who suffer such treatment and considering making a complaint.

Every complaint will be taken seriously and thoroughly investigated by Senior Management. Brigideen McGuire, Head of Quality and Compliance is responsible for the Equality Policy and all associated activities.

Full policy can view on request.

Resolve Together. As One Team.