

Equality, Diversity, and Inclusion Policy

ICH Limited is an equal opportunity employer and this statement details our policy of equality and diversity in recruitment and employment and the way this policy will be implemented and monitored.

ICH Limited is committed to a policy of equality of opportunity in its recruitment and employment practices. It is our policy to ensure that all employees are recruited, trained and promoted on the basis of ability, the recruitment of the job and similar objectives and relevant criteria.

ICH Limited and its employees will not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- Age.
- Disability.
- Gender reassignment.
- Marriage or civil partnership.
- Pregnancy and maternity.
- Race (including colour, nationality, and ethnic or national origin).
- Religion or belief.
- Sex.
- Sexual orientation.

ICH Limited and its employees will 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.
- Selection for employment, promotion, training, or other developmental opportunities.

Selection criteria and procedures will be kept under review to ensure that individuals will be selected, promoted and treated on the basis of their abilities, merits and according to the requirement of the job. They will be given equal opportunity to show this ability and, where appropriate, special training for progress within the company.



0844 576 8375



ich-services.co.uk



Union Bridge Works, Roker Lane
Pudsey, West Yorkshire, LS28 9LE

We will not tolerate discriminatory language or behaviour towards our employees or customers. Acts of discrimination, harassment, bullying or victimisation are disciplinary offenses which we will deal with under our disciplinary offenses which we will deal with under our disciplinary procedure.

It is the duty of all employees to accept this personal responsibility for the practical application of the policy.

Legislation

ICH Limited recognises and welcomes the Equal Pay Act 1970, The Sex Discrimination Act 1975 (Amended 2003), Human Rights Act 1998, Employment Act 2002, Employment Equality Religion or Belief Regulations 2003, Employment Equality Age Regulations 2006, Civil Partnership Act 2004. The Disability Discrimination Act 1995, and the measures for disabled persons and their attempts to provide equal opportunities for all. The policy statement deals only with employment aspects of the legislation.

ICH Limited will provide all necessary training to ensure that its' Managers are familiar with and understand the legislative provision of equal opportunities, and not direct discrimination, but also indirect discrimination is unlawful.

Both the Equal Opportunities Commission and the Commission for Racial Equality have issued Codes of Practice which contain practical guidance to assist in the elimination of discrimination and the promotion of equal opportunity in employment.

Implications of Legislation

In respect of race and gender there are laws which provide that an employer is responsible for any act of discrimination by an employee in pursuit, of his/her employment whether or not it was done with the employers' knowledge or approval. In such cases both the employer and employee are liable to the unlawful act. However, it would be a defence for an employer to prove that he/she took steps as were reasonably practical to prevent the employee from committing a discriminatory act. Only the employee would then be considered liable for the unlawful act.

A failure on the part of the employees to observe any provisions of the codes of practice shall not in itself render them liable to any proceedings but such failures will be taken into account in Industrial Tribunal hearings.

ICH Limited expects all its' employees to always act in accordance with this equality and diversity policy. All employees are required to comply with and promote the policy and to ensure that discrimination is eliminated in the working environment. If employees wish to discuss any employment or employee relations problems arising from alleged or suspected discrimination, they should contact the Managing Director.

The Equality and Diversity Policy Statement will be issued to all full time and part time employees. General reminders about the equality and diversity policy will be issued regularly.

Training

ICH Limited recognises that training is an essential element in the implementation of its Equality and Diversity Policy. Without the provision of adequate training, it will be difficult to ensure that the employees and particularly its' managers are in a position to understand and comply fully with the policy.

It is our policy for all employees to undertake induction training in which we make them aware of their responsibilities under the Health and Safety at Work Act, detail our emergency procedures, and correct use of PPE, safe systems of work of their initial job, first aid arrangements and the role of our supervisors. They are all advised where copies of our Health & Safety Policy are kept. They are also have access to our company handbook.

Where employees' jobs change, or new risks are encountered by the introduction of new processes then these individual employees are given further guidance/training.

The Managing Director will continually review procedures and monitor their implementation to ensure that they comply with the Equality, Diversity and inclusion Policy.

Robert Cooper

A handwritten signature in blue ink, appearing to be 'R. Cooper', written in a cursive style.

Managing Director