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CONSTRUCTION SITE CATERING

CSC Diversity and Equality Policy

Construction Site Catering statement of commitment:

CSC is committed to valuing diversity and promoting equality in not just our workforce; but our clients and customers. We do not tolerate discrimination on grounds of:

gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, HIV positivity, working pattern, caring responsibilities, trade union activity or political beliefs –or any other grounds.

We will demonstrate our commitment by:

- Treating all part-time, full-time or temporary employees fairly and equally.
- Aptitude and ability will be the criteria for selection for employment, promotion, training or any other benefit.
- Recognising and valuing the differences and individual contribution that people make.
- Providing support and encouragement to all staff to develop their careers and increase their contribution to the organisation through the enhancement of their skills and abilities.
- Promoting an environment that provides dignity and respect to all. No form of intimidation, bullying or harassment will be accepted
- Any contravention of our diversity and equality policy will be regarded as misconduct. This could lead to disciplinary proceedings.
- Senior management and employee representatives fully support this policy
- This policy will be monitored by a nominated member of senior management
- Any incident of discrimination which has been observed by a member of our staff, a client or a customer should be reported directly to: **Tracey Myers, Managing Director, on 0775841254**

This document will be periodically reviewed and monitored
by management at CSC.

Annex 1:

The following is the relevant legislation that provides a framework for the implementation of CSC's Diversity and Equality Policy:

- Equal Pay Act 1970 (Equal Value Amendment 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Race Relations (Amendment) Act 2000
- Race Relations Act 1976 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Disability Discrimination Act 2005
- Employment Equality (Age) Regulations 2006