

Introduction

ABC Power is committed to equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination

This policy's purpose is to:

1. provide equality, fairness and respect for all in our employment, weather they are temporary, full time or part time
2. Not unlawfully discriminate under the Quality Act 2010 protected characteristics of:
 - Age
 - Disability
 - Gender Reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality and ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
3. 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 development opportunities

Our commitments

The company commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

Reporting

The company has in place avenues for reporting concerns. Staff should report all concerns as outlined in the company grievance procedure or where concerns span across a team or organisation rather than an individual instance, then the Groups speak up policy is to be consulted.

Revision History

ISSUE	DATE	DETAILS	APPROVED BY
1	06/03/2025	New Policy	Mike Church