



# EQUALITY & DIVERSITY POLICY

## Introduction

L Lynch Plant Hire & Haulage Ltd is committed to ensuring that existing members of staff, job applicants or other workers are treated fairly in an environment which is free from any form of discrimination of the nine protected characteristics as outlined by the Equality Act 2010. These are:-

1. Age;
2. Disability
3. Gender reassignment;
4. Marriage and civil partnership;
5. Pregnancy and maternity;
6. Race (includes colour, nationality and ethnic origins);
7. Religion and / or belief;
8. Sex;
9. Sexual orientation.

All workers have a duty to act in accordance with this policy, and therefore to treat colleagues with dignity at all times, and not to discriminate against or harass other members of staff. In certain situations, L Lynch Plant Hire & Haulage Ltd may be at risk of being held responsible for the acts of individual members of staff and will not therefore, tolerate any discriminatory practices or behaviour. This policy applies equally to the treatment of our visitors, clients, customers and suppliers by our workers.

All members of staff are responsible for the success of this policy and must ensure that they familiarise themselves with the content of the policy and act in accordance with its aims and objectives.

## Definition

**Discrimination** may be direct or indirect and it may occur intentionally or unintentionally. Direct discrimination occurs where someone is put at a disadvantage for a reason related to one or more grounds. For example, rejecting an applicant of one race because it is considered they would not 'fit in' on the grounds of their race, could be direct discrimination.

**Indirect discrimination** occurs where an individual is subject to an unjustified provision, criterion or practice which puts them at a particular disadvantage because of say race or sex. For example, a height requirement would be likely to eliminate proportionately more women than men. If this criteria cannot be objectively justified for a reason unconnected to their sex, it would be indirect discrimination on the grounds of sex.

**Victimisation** occurs when an employee is treated badly because they have made, or supported a complaint, or raised a grievance under the Equality act; or because they are suspected of doing so. An employee is not protected from victimisation if they have maliciously made or supported an untrue complaint.

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### Statement of Intent

L Lynch Plant Hire & Haulage Ltd aims to ensure that in order to provide a diverse and inclusive workplace and achieve our objective, we commit to:

- Act as role models with values and behaviours which foster workforce diversity;
- Recognise and reflect diversity and inclusion;
- Create a supportive environment where everyone can reach their full potential by ensuring policies and procedures support the attraction, selection, retention and promotion of people from a diverse range of candidates on the basis of skills and merit;
- Identify and remove barriers that hinder the achievement of a diverse and talented workforce;
- Draw the attention of all those responsible for recruitment, selection, training, grievance or disciplinary or dismissal decisions to this policy;
- Provide our people with access to the learning and development opportunities that are appropriate for their role;
- Communicate with, consult and educate, all employees in respect of their own responsibilities and the Company's commitment towards the promotion of equal opportunity and equality for all employees;
- Be accountable for our performance by establishing, tracking and reporting against specific and measurable success indicators;
- Never encourage or accept any form of unlawful discrimination against our colleagues or any third parties be they potential employees, customers, subcontractors, suppliers or members of the public;
- Not tolerate any form of harassment or bullying and treat all colleagues and third parties with respect and dignity.

As managers and employees we will recognise and respect the diversity of backgrounds, beliefs and experiences that exist within our workforce and community. By ensuring that our workplace policies and practices value the principles of equal employment opportunity, Lynch Plant will remain a great place to work and deliver sustainable value to our customers and stakeholders.

This policy will be communicated to all employees and organisations working on our behalf and displayed at our offices and on our intranet. This policy is available to defined interested parties.

This policy will be reviewed annually or sooner by senior management to ensure its suitability. Where necessary it will be amended, reissued and communicated to all employees and people working on its behalf.



Liam Lynch, Managing Director

Date: 29/01/2021

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