

Equality and Diversity Policy

Introduction - Taylor Technology Systems Limited (TTSL) is committed to creating and sustaining a positive and supportive working environment for our staff. All staff are equally valued and respected. As a provider of employment, TTSL value the diversity of our staff, and are committed to providing a fair, equitable and mutually supportive working environment for our staff.

Our Equality and Diversity Policy provides for coordination and implementation at a strategic level and is supported by additional policies that provide for an integrated approach to equality and diversity.

Commitment to equality and diversity - Taylor Technology Systems Limited believes that excellence will be achieved through recognising the value of every individual. To this end, TTSL acknowledges the following basic rights for all members and prospective members of its staff:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices
- to receive encouragement to reach their full potential

These rights carry with them responsibilities as such TTSL requires all staff to recognise these rights and to act in accordance with them in all dealings with fellow colleagues. In addition, TTSL will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Responsibility - The Managing Director has overall responsibility for ensuring that TTSL complies with the requirements of the Equality Act 2010, including the general duty to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The HSEQ Manager, in consultation with the Managing Director is responsible for developing policy and practice on behalf of TTSL and for advising staff in order to support compliance with equality legislation.

TTSL recognises that all of its staff and have a duty to support and uphold the principles contained in its Equality and Diversity Policy and supporting policies.

Dealing with discrimination - TTSL is committed to creating and sustaining a positive and mutually supportive working environment for our staff where individuals are equally valued and respected. Bullying, harassment or victimisation of any individual will not be tolerated, and any allegations will be taken seriously and dealt with appropriately under the relevant procedure.

The purpose of this policy is to set out the guidelines for sustaining a positive and supportive working environment within TTSL.

Name: Mark Taylor TTSL Managing Director
Date: 22nd November 2017

***** Information concerning health, safety and welfare along with this Quality Policy Statement of Intent is contained within the Employee Safety Handbook *****