



EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY

The Company recognises that discrimination is not only unacceptable, but also unlawful.

The Company's aim is to ensure that no job applicant or employee is discriminated against, directly or indirectly. This includes, but is not limited to:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

By including this policy in the Employee Handbook, all employees are made aware that the company will act in accordance with statutory requirements, namely the Equality Act 2010 together with other associated legislation and any relevant codes of practice.


All job applicants will be considered solely on their ability to do the job. Interview questions will not be of a discriminatory nature.

All persons will be assessed at induction; persons with limited knowledge of the English language will be placed with other employees that will assist in translation.

All promotions will be made on merit in line with the principles of the policy.

Employees who have a disability will receive the necessary help, within reason, to enable them to carry out their normal duties effectively.

This policy will be assessed at regular intervals to ensure that equality of opportunity is afforded to all employees.

Approved by.....

Date: **09/05/2024**

Rob West
MD of Benchmark Scaffolding