Equality and Diversity Policy

Burnside Plant Hire LTD aims to encourage, value and manage diversity and is committed to providing equality to all. We aim to employ a workforce that is diverse and fair. This means that no member of staff, trainee or subcontractor will be seen or treated as less favourable on the following:

* Age
* Disability
* Sex/ gender
* Sexual orientation
* Nationality
* Social background
* Marriage/ Civil Partnerships
* Pregnancy and Maternity

Burnside Plant Hire LTD is committed to recruiting, training, and employing a diverse workforce by:

* Attracting applicants from all sections of the community
* Advertising with a variety of publications to attract underrepresented groups.
* Ensuring job descriptions clearly relate to employee duties.
* Ensuring that any selection assessments or tests will only be used to identify skills required for the position.
* Supporting all staff to achieve their potential through the process.
* Informing staff of equality issues and expected behaviours.
* Dealing effectively with incidents and discrimination

Burnside Plant Hire LTD recognises that discrimination can vary in forms,

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| **Direct Discrimination** | Where an individual is treated less favourably than another in the same or similar situation on one of the grounds listed above |
| **Indirect Discrimination** | Where a rule is applied to all but has the effect of disadvantaging a particular group of people compared to others outside the group, unless the rule is needed to achieve a legitimate aim and the means o achieving the aim are appropriate and necessary |
| **Victimization** | Where an individual has taken steps to enforce their rights (or has helped another to do so) and as a result is treated less favourably than those who have not complained |
| **Harassment** | Where an individual is subjected to unwanted conduct on a protected ground which has the purpose or effect of violating their dignity or of creating an intimidating, hostile, humiliating or offensive environment |

Burnside Plant Hire acknowledges that treating trainees equally does not equate to treating al trainees in the same way, but that their needs can be met in different ways. Burnside Plant Hire LTD values diversity and will seek to enable all trainees to realise their full potential.

Burnside Plant Hire LTD will monitor this policy to utilize full effectiveness.

ASSESSED ON : 01.01.2023 BE REVIEWED ON : 01.01.2024

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