

Green-Collar Waste Equal Opportunities

Policy

1. Policy Statement Green-Collar Waste (“Green-Collar Waste”) is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religious beliefs, age or sexual orientation. This Policy aims to remove unfair and discriminatory practices within Green-Collar Waste and to encourage full contribution from its diverse community. Green-Collar Waste is committed to actively opposing all forms of discrimination. Green-Collar Waste also aims to provide a service that does not discriminate against its clients and customers in the means by which they can access the services and goods supplied by Green-Collar Waste. Green-Collar Waste believes that all employees and clients are entitled to be treated with respect and dignity.

2. Objectives of this Policy

2.1 To reduce, stop and prevent all forms of unlawful discrimination.

2.2 To ensure that recruitment, promotion, training, development, assessment, redundancy and service provision are determined on the basis of capability, qualifications, experience, skills and productivity.

3. Designated Officer Name: Paul Bryant Position: Owner Telephone Number 07483841609

4. Definition of Discrimination Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religion, age, sexual orientation. Discrimination may be direct or indirect.

5. Types of Discrimination

5.1 Direct Discrimination This occurs when a person or a policy intentionally treats a person less favourably than another on the grounds of colour, nationality, ethnic origin, gender, marital status, disability, religion, age, or sexual orientation.

5.2 Indirect Discrimination This is the application of a policy, criterion or practice to a person which the employer would apply to others but which is such that: It is detrimental to a considerably larger proportion of people from the group that the person the employer is applying it to represents; The employer cannot justify the need for the application of the policy on a neutral basis; and The person to whom the employer is applying it suffers detriment from the application of the policy. Example: A requirement that all employees must be 6ft tall would indirectly discriminate against employees with an oriental ethnic origin, as they are less likely to be able to fulfil this requirement if that requirement is not justified by the position.

6. Unlawful Reasons for Discrimination

6.1 Gender and Marital Status It is not permissible to treat a person less favourably on the grounds of their gender or the fact they are married. This applies to both men and women. Sexual harassment of men and women can be found to constitute sex discrimination. For example, asking a woman during an interview if she is planning to have any (more) children constitutes discrimination on the ground of gender.

6.2 Age It is not permissible to treat a person less favourably because of their age. This applies to people of all ages. This does not currently apply to the calculation of redundancy payments.

6.3 Disability It is not permissible to treat a disabled person less favourably than a non-disabled person. Reasonable adjustments must be made to give the disabled person as much access to the service and ability to be employed, trained, or promoted as a non-disabled person.

6.4 Race, Colour, Nationality and Ethnic Origin It is not permissible to treat a person less favourably because of their race, the colour of their skin, their nationality or their ethnic origin.

6.5 Sexual Orientation It is not permissible to treat a person less favourably because of their sexual orientation. For example, an employer cannot refuse to employ a person because s/he is homosexual, or transsexual.

6.6 Religion or Belief It is not permissible to treat a person less favourably because of their religious beliefs or their religion.

7. Reasonable Adjustments Green-Collar Waste has a duty to make reasonable adjustments to facilitate the employment of a disabled person.

These may include:

7.1 Making adjustments to premises;

7.2 Re-allocating some or all of a disabled employee's duties;

7.3 Transferring a disabled employee to a role better suited to their disability;

7.4 Relocating a disabled employee to a more suitable office;

7.5 Giving a disabled employee time off work for medical treatment or rehabilitation;

7.6 Providing training or mentoring for a disabled employee;

7.7 Supplying or modifying equipment, instruction and training manuals for disabled employees; or

7.8 Any other adjustments that Green-Collar Waste considers reasonable and necessary provided such adjustments are within the financial means of Green-Collar Waste. If an employee has a disability and feels that any such adjustments could be made by Green-Collar Waste, they should contact the Designated Officer.

8. Responsibility for the Implementation of this Policy The co-operation of all employees is essential for the success of this Policy. However, the ultimate responsibility for achieving the objectives of this Policy, and for ensuring compliance with relevant Legislation and Codes 4 expected to follow this Policy and ensure that all employees, subcontractors and agents do the same. All employees, subcontractors and agents of Green-Collar Waste are required to act in a way that does not subject any other employees or clients to direct or indirect discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religion, age or sexual orientation. Employees may be held independently and individually liable for their discriminatory acts by an Employment Tribunal and ordered to pay compensation to the person who has suffered as a result of discriminatory acts.

9. Acting on Discriminatory Behaviour In the event that an employee is the subject or perpetrator of, or witness to, discriminatory behaviour, please refer to Green-Collar Waste Handbook.

10. Advice and Support on Discrimination Employees may contact their employee or trade union representative if access to such an individual is possible. Other contacts include: Equality and Human Rights Commission 3 More London Riverside Tooley Street London, SE1 2RG Telephone: 0845 604

6610 Website: www.equalityhumanrights.com Citizens Advice Bureau Myddleton House 115-123 Pentonville Road London N1 9LZ Website: www.citizensadvice.org.uk Community Legal Services Direct Telephone: 0845 345 4 345 Website: www.clsdirect.org.uk 5

11. The Extent of the Policy

11.1 Green-Collar Waste seeks to apply this Policy in the recruitment, selection, training, appraisal, development and promotion of all employees. Green-Collar Waste seeks to ensure that all sub-contractors and agents act in accordance with this Policy. Green-Collar Waste accepts no liability for the actions of sub-contractors and agents. Green-Collar Waste offers goods and services in a fashion that complies with the spirit of this Policy.

11.2 This Policy does not form a part of any employment contract with any employee and its contents are not to be regarded by any person as implied, collateral or express terms to any contract made with Green-Collar Waste.

11.3 Green-Collar Waste reserves the right to amend and update this Policy at any time. This policy has been approved & authorised by: Paul Bryant Owner.