



Anti Discrimination, Equal Opportunities & Equal Pay Policy

Statement

Barrett's Property Services Ltd are committed to providing equal opportunities, including equal pay. We understand that certain groups or individuals are more likely to be discriminated against and we will work to create a working culture where everybody feels welcomed and everyone is valued and respected.

To achieve this, we will:

- Encourage equality, diversity and inclusion on sites, in the workplace and in all areas of the service we provide.
- Do all we can to provide equal opportunities, in recruitment/contact selection irrespective of a person's race, colour, ethnic or national origin, their religion, belief, gender identity, age, sexual orientation, HIV status, physical or mental disability, state of health, appearance, marital status, family circumstances or offending background.
- We will keep a record of ethnic origin, sex, disability, and age of everyone who works or has applied to work with us.
- We will ensure that everyone we work with or who works with us is aware and adheres to our policy.
- We will ensure our working environment is free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

We aim to eliminate unlawful discrimination and promote equal opportunities for everyone, and we expect those who work with us to support this statement.

Definitions

The definition of the terms equality and diversity used throughout this document are based on the legal definitions in the Equality Act 2006:

Diversity- is the fact that individuals are different and that such differences should be valued.

Equality- is not about treating everyone the same way; it recognises that individual needs can be met in different ways and we treat these differences of equal importance.



Harassment- is the unwanted conduct which has an effect of intimidation, hostility, humiliation or offending another person due to such persons differences in beliefs, identity, practices or personal characteristics.

Discrimination- is where a person is treated less favourably than another because of a protected characteristic.

Protected characteristics as defined by the Equality Act 2010 are:

- Age
- Disability (past or present)
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

Discrimination

Barrett's Property Services oppose and avoid all forms of unlawful discrimination. This includes in:

- Pay and benefits
- Terms and conditions of employment
- Dealing with grievances and discipline
- Dismissal
- Requests for flexible working



- Selection for employment, training or other development opportunities

Recruitment

Our policies recognise the benefits of diversity and ensure that all employees have equal opportunities and receive fair treatment. Recruitment to posts are governed by our directors and we recruit on the basis of the skills, knowledge, training which meet the job criteria.

Equal Pay

Contactors are usually paid a mutually agreed day rate unless agreed otherwise (long term contract which involves a set salary). Contractor's pay is monitored to ensure that anyone working with us is not at a disadvantage.

Contactors will receive equal pay in line with those doing the same line of work; the pay is associated with the skill, knowledge and training required for the role. Barrett's Property Services Ltd will not adjust anyone's pay based on their sex, age, religious beliefs, nationality, or personal characteristics.

Commitment

Barrett's Property Services' commitment includes training anyone who works with us about their rights and responsibilities under the equality, diversity and our inclusion policy.

Those who are working with us must understand they, as well Barrett's Property Services, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

We take complaints seriously of bullying, harassment, victimisation, and unlawful discrimination by fellow contractors, customers, suppliers, visitors, the public and any others during the Barrett's Property Services' working activities.

Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997- which is not limited to circumstances where harassment related to a protected characteristic- is a criminal offence.



Should anyone wish to report any incidents of discrimination, they will need to report to one of the directors in the first instance; or if anyone feels as though they are being bullied or harassed during their working time with Barrett's Property Services, they will need to report it to one of the directors (information found in the contact details pack provided).

Barrett's Property Services have the right to cease work from any team member who is found to have committed acts of harassment, bullying or discrimination. We take a strict approach to any breaches of this policy.

References (inclusive of but not limited to)

Equality Act 2010

Dignity at Work Policy

Protection from Harassment Act 1997

