

AC LANDSCAPE & TREWORKS LIMITED

Equal Opportunities Policy

AC Landscapes & Treeworks Limited is committed to promoting equality of opportunity.

AC Landscapes & Treeworks Limited reflects this commitment by strictly adhering to current legislative requirements as established in:

- Disability Discrimination Act 1995
- Sex Discrimination Act (as amended) 1984
- Race Relations Act 1976
- Employment Equality (Sexual Orientation) Regulations 2003 (and as amended)
- Employment Equality (Religion or Belief) Regulations 2003 (and as amended)
- Employment Equality (Age) Regulations 2006 (and as amended)

This policy also encompasses all emerging legislative requirements deriving from the introduction of the Equality Act 2010.

AC Landscapes & Treeworks Limited fully supports Equal Opportunity principles and is committed to ensure that all of those employed, hired, contracted by AC Landscapes & Treeworks Limited and those to whom AC Landscapes & Treeworks Limited provides a service are treated with equality, fairness and professionalism.

AC Landscapes & Treeworks Limited shall treat in a fair and consistent manner all individuals who appear to demonstrate one or combination of the following protected characteristics.

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The following policies and standards of AC Landscapes & Treeworks Limited also encompass current and emerging legislative requirements.

- Customer Service Standards
 - Quality Assurance Policy
 - Customer Charter
- Grievance Policy and Complaints Procedure
- Medical Questionnaire

AC Landscapes & Treeworks Limited demonstrates adherence to Equal Opportunities through training, assessment, operational and administrative activities and will:

- Uphold and maintain the Human Rights of all those affected by those activities.

- Show no bias in respect any individual who demonstrates any one or a combination of protected characteristics.
- Show no bias in respect of any individual who is associated with a person who demonstrates any one or a combination of protected characteristics.
- Show no bias in respect of any individual who is perceived to demonstrate any one or a combination of protected characteristics, whether they possess any characteristics or not.
- Ensure all policies do not indirectly discriminate against individuals who possess protected characteristics.
- Protect the rights of individuals through the adoption of published complaints and grievance policies.
- Ensure anti-harassment procedures adhere to AC Landscapes & Treeworks Limited's Equal Opportunities Policy and current legislation.
- Ensure the learning needs of trainees and candidates are met by developing effective learning and assessment strategies. Every effort shall be made to ensure reasonable adjustments can be made to ensure every individual's specific needs are responded to in a fair and consistent manner.

This policy will be reviewed where there are changes to the law or in the light of an equal opportunities issue arising in the business.

Approved by

Ben Cockcroft
Director
8th July 2011