



J W Hinchliffe (Tanks) Ltd
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J W Hinchliffe (Tanks) Ltd

Equal Opportunities, Harassment and Bullying Policy – April 2024

J W Hinchliffe (Tanks) Ltd recognise that everyone has a contribution to make to our society and a right to equal opportunity without the fear of judgment, harassment or bullying.

JWH Tanks complies with the Equality Act 2010 and is an equal opportunities employer. We believe in fair treatment of all our employees and commit to promoting diversity in our employment practices. We do not discriminate in employment based on race, religion, sexual orientation, national origin, political affiliation, disability, age, marital status, medical history, parental status or genetic information. Our EEO policy applies to hiring, training, remuneration, promotion, layoffs and contract termination.

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- Promoting an inclusive workplace for all employees and to tackle any form of harassment or bullying immediately without prejudice.
- All employees (whether part-time, full-time or temporary) will be treated fairly and with respect.
- All vacancies will be advertised internally and externally simultaneously.
- Selection for employment/training or any other benefit will be on the basis of aptitude and ability.
- All employees will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
- All employees have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to company directors.

Our commitment:

To create an environment in which individual differences and the contributions of all our employees are recognised and valued.

To comply with the requirements of the Equality Act 2010.



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Every employee is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
Training, development and progression opportunities are available to all employees.

Equality is good management practice and makes sound sense.
Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
This policy is fully supported by the directors and has been agreed with all employees.
The policy will be monitored and reviewed annually.

The successful implementation of this policy depends on the awareness and commitment of all directors and employees. Hence, all new employees will be made aware of it's existence on joining the organisation, and reminded they must conform with it on a regular basis.

John Hinchliffe

Name:.....

Director

Position:.....

11/01/2024

Signed:..... Date:.....