

AMA Scaffolding Ltd - Equality and Diversity Policy

Statement of Intent

The company is committed to developing, maintaining and supporting a culture of equality and diversity in which all persons are treated equitably, and where they can realise their potential whatever their age, race, colour, nationality, ethnic origin, creed, disability, sexual orientation, sex, gender identity, marital or civil partnership status, parental status, religion, belief or non-belief, social or economic class, employment status or any other criteria that cannot be shown to be properly justifiable.

Aims

The overall aim of the policy is to ensure that throughout their employment all persons are treated fairly and with dignity and respect.

Responsibility

All members of staff are responsible for supporting the aims and spirit of the policy and to providing a high-quality work that will enhance the status and employability of the company.

Equality areas

Protected characteristics

Age

The company celebrates and values diversity of staff of all ages from 16 to retirement age and beyond and aims to ensure that all members of staff are treated fairly and with dignity and respect

Disability

The company will work with and encourage all persons to realise their potential on employment regardless of any disability such as physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. In support of the work on disability equality the company will maintain locations with disabled access where practicable.

Gender reassignment

The company celebrates and values the diversity of its staff and aims to ensure that any transgender members of staff are treated fairly and with dignity and respect.

Marriage and Civil Partnership

The company aims to ensure that all the members of staff are treated fairly and with dignity and respected whether they are married, in a civil partnership or single.

Pregnancy and Maternity

The company aims to provide an environment where members of staff are supported and treated fairly and with dignity and respect during pregnancy and maternity and while breastfeeding.

Race

The company aims to provide an environment where members of staff are supported and treated fairly and with dignity and respect irrespective of their race, colour and nationality (including citizenship) ethnic or national origins.

Religion and belief and non-belief

The company celebrates and values the diversity brought by its members of staff and aims to create an environment where staff members with a religious belief or none are treated fairly and with dignity and respect.

Sexual orientation

The company celebrates and values the diversity of its staff and aims to ensure that all lesbian, gay and bisexual members of staff are treated fairly and with dignity and respect.

Harassment and bullying

The company aims to provide a stimulating and supportive environment for working which will enable all staff to fulfil their potential. All members of staff have an important role to play in creating an environment where harassment is unacceptable. Staff who feel they are experiencing harassment or bullying in any form can contact their instructor or director who offers a first point of contact to anyone who feels they are experiencing harassment.

Martin Unstead
Managing Director

February 2025