

Equality and Diversity Policy

Ecore Construction Ltd believes and recognises that the diversity within the construction industry is a huge asset that should be valued and seen as one of the industry's great strengths.

As a progressive and growing company Ecore Construction Ltd is committed to providing equality of opportunity and tackling discrimination, harassment and intimidation, and disadvantage. We are also committed to achieving the highest standards in service delivery, decision-making and employment practice. Equality of opportunity for all sections of the workforce is an integral part of this commitment.

Ecore Construction Ltd will not tolerate the less favourable treatment of anyone on the grounds of their gender, age, race, colour, nationality, ethnic or national origin, disability, marital status, sexual orientation, responsibility for dependents, trade union or political activities, religious or other beliefs, or any other reason which cannot be shown to be justified.

In driving forward this policy we will: -

1. Seek to ensure that our workforce reflects the diverse communities we serve and that every employee is treated fairly during the whole of their working life.
2. Take action to eradicate discrimination and inequality when delivering services, when employing others to deliver services on our behalf and when providing funding to others to provide services.
3. Fulfil our obligations by adopting legal, national and local guidelines that seek to ensure equality of opportunity, eradicate discrimination and promote good relations between all within our industry.
4. Evaluate the impact of our policies, services and functions on everyone affected by our acts or omissions and make changes to them where they impact unfairly or adversely on any group/s.
5. Make equalities a part of everyday working practice and train our employees to carry out this policy.
6. Set challenging equality objectives and targets in relation to employment, service delivery and the carrying out of our functions.
7. Work with others to stamp out harassment and intimidation.
8. Consider the needs of all communities in the methods we use for communicating with customers, employees and residents.

Ecore