


Pennine Instrument Services Limited		
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3.5 Equality, Inclusion Diversity Policy

3.5.1 Purpose

This policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, HIV positivity, working pattern, caring responsibilities, trade union activity or political beliefs – or any other grounds.

3.5.2 Policy

Pennine Instruments is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best

We oppose all forms of unlawful and unfair discrimination. All employees, whether part-time, full-time or temporary, will be treated fairly and with respect.

Selection for employment, promotion, 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 the workforce will be fully utilised to maximise the efficiency of the organisation.

All employees will be made to be equally welcome and included in all Pennine Instruments meetings and activities

Our commitment is to:

Create an environment in which individual differences and the contributions of all our staff are recognised and valued.

Promote dignity and respect in our working environment to all. We will not tolerate intimidation, bullying or harassment.

Provide training, development and progression opportunities to all employees.

Ensure that equality in the workplace is good management practice and makes sound business sense.

To review all our employment practices and procedures to ensure fairness.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

This policy is fully supported by senior management and has been agreed with all employees

The policy will be monitored and reviewed annually.

Signatory: Greg Bell - Managing Director

Signed

