

Equal Opportunities Policy

1. Statement of Intent

Kingstone Civil Engineering Ltd are committed to the principles of equal opportunities and eliminating discrimination in every aspect of our work activities. We will strive to ensure that no individual or group is treated more or less favourably than others on grounds of ethnic origin, nationality, age, disability, gender, sexual orientation, race or religion.

It is our express intention to comply completely with all legislation related to equal opportunities both to protect and to ensure that the culture, philosophy and processes Kingstone Civil Engineering Ltd within the organisation are free from bias.

2. Main Principles

We will endeavour to manage all of our activities in a way that is free from bias. Those who make decisions regarding staff will be required to be aware of this policy and its practical implications for selection and appointments. Data about appointment processes will be gathered to assist and help improve those processes.

We will ensure that staff are aware of this policy and their responsibility to abide by it. We will not tolerate acts of unlawful discrimination and all complaints or incidents of such alleged behaviour that are within our remit will be treated with necessary confidentiality and investigated, and appropriate action taken.

3. Review

We will review aspects of this policy as necessary and the whole policy will be reviewed every three years. If you have any concerns about this policy, please contact Kingstone Civil Engineering Ltd