



# Equality, Diversity and Inclusion Policy

At GR Electrical Services, we are committed to fostering a workplace that promotes equality, diversity, and inclusion. We comply with all relevant legislation, including the Equality Act 2010, and follow best practice to ensure fairness and respect for everyone.

Our goal is to build a workforce that reflects the diverse communities we serve, where every employee feels valued, respected, and empowered to contribute fully. Equality means treating people according to their individual needs to achieve fairness, rather than treating everyone the same.

## Policy Objectives:

- **Equal Treatment for All:** We commit to providing equality, fairness, and respect for all employees, whether they are full-time or part-time.
- **No Unlawful Discrimination:** We will not discriminate unlawfully based on the Equality Act 2010's protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex or sexual orientation.
- **Fair Employment Practices:** We will actively oppose any form of unlawful discrimination in relation to pay, benefits, terms and conditions, recruitment, promotion, training, development, grievances, disciplinary actions, dismissal, redundancy, parental leave or flexible working.

## Our Commitments:

- **Promoting Equality & Diversity:** We believe encouraging a diverse and inclusive workplace is both best practice and good business.
- **Safe Work Environment:** We are committed to providing a working environment free from bullying, harassment, victimisation, and unlawful discrimination. We promote dignity, respect, and value the contributions of all individuals.
- **Training & Awareness:** All staff including managers, Will be trained on their rights and responsibilities under this policy. Training will highlight the importance of preventing bullying, harassment, victimisation, and unlawful discrimination.

## Staff Responsibility and Accountability:

- **Personal Conduct:** Every employee is responsible for upholding equality, diversity, and inclusion. Employees and the company may be held accountable for acts of discrimination, bullying, harassment or victimisation against colleagues, customers, suppliers or members of the public.
- **Handling Complaints:** Complaints of bullying, harassment, victimisation and unlawful discrimination will be taken seriously and dealt with under our grievance and disciplinary procedures. Serious misconduct may lead to dismissal without notice.
- **Harassment:** Acts of sexual harassment or other forms of harassment may also constitute criminal offences under the Protection from Harassment Act 1997 and related legislation.





**Opportunities for All:**

- **Development and Growth:** We are committed to providing all employees with equal access to training, development, and career progression, helping everyone reach their full potential.
- **Merit-Based Decisions:** All employment decisions will be made on merit, except where specific exemptions or exceptions apply under the Equality Act 2010.

**Reviewing and Monitoring:**

- **Policy Review:** This policy and related practices will be reviewed regularly to ensure fairness and compliance with current legislation.
- **Workforce Monitoring:** We will monitor workforce data, (such as age, gender, ethnicity, sexual orientation, religion or belief and disability status), to evaluate the effectiveness of this policy. Findings will be reviewed annually, and action will be taken where needed to meet our equality and inclusion objectives.

**Enforcement:**

This policy is fully supported by senior management. Any employee who breaches or encourages other of these principles may face disciplinary action, up to and including dismissal.

Our grievance and disciplinary procedures do not limit an employee’s legal right to make a claim to an employment tribunal within three months of an alleged act of discrimination.

This policy reaffirms GR Electrical Services commitment to creating an inclusive, fair, and respectful workplace for all.

**Dave Storr**  
Operations Director - GR Electrical Services Ltd

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