

# Buxton Water Ltd

1a Maple Court, Maple View, White Moss Business Park, Skelmersdale, WN8 9TW  
Tel: 01942 290130 e-mail: [enquiries@buxtons-water.co.uk](mailto:enquiries@buxtons-water.co.uk)

## Equal Opportunities & Diversity Policy

The aim of this policy is to communicate the commitment of the directors and employees to the promotion of equality of opportunity in Buxton Water Limited

It is our policy to provide equality of membership to all, irrespective of:

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins)
- disability
- sexual orientation
- age

We are opposed to all forms of unlawful and unfair discrimination. All members of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on employment, selection for promotion, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help employees to develop their full potential and the talents and resources of the employees will be utilised fully to maximise the effectiveness of the organisation.

Buxton Water Ltd recognises that there is a statutory duty to implement an equal opportunities policy. This policy applies to applicants for employment, existing employees and any customer or member of the public that we may come into contact with as part of our work.

Buxton Water Ltd is committed to the principles and practice of Equality. Buxton Water Ltd values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital

**CDP 17 06.07.22**

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**Buxton Water Limited**

*Head / Registered Office: 327 Clifton Drive South, Lytham St Annes, Lancashire. FY8 1HN*

*Registered in England No 4023517*

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status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

## **Equality Commitments**

We are committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of employment.

This policy is fully supported by the Company Directors and was adopted by them on **19<sup>th</sup> December 2012**.

## **Implementation**

The Directors have responsibility for the effective implementation of this policy. We expect all employees to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to members by issuing and discussing this Policy as part of the employee induction process.
- Buxton Water will endeavour through appropriate training to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for employment of the Company.

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- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of employees.
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

## **Monitoring and Review**

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary.

## **Complaints**

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. A copy of these procedures is detailed in the Staff Handbook. All complaints regarding discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that employees who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Complaints from members of the public will be fully investigated and dealt with by a Company Director.

**Carl Pendleton (DIRECTOR)**  06<sup>th</sup> July 2022

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