



Fixability
Professional Solutions

Fixability Professional Solutions

Equality and Diversity Policy

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Overview

This document sets out Fixability's Equality and Diversity Policy Statement and details the company's arrangements for meeting the requirements of the Equality Act 2010.

Equality and diversity policy statement

Fixability Professional Solutions is fully committed to the general principles of fairness, equality and human rights and seeks to apply these principles in all that it does as an employer by:

- challenging and eliminating unlawful discrimination, harassment and victimisation wherever it can
- being inclusive, fair minded and transparent in all that it does.
- tackling prejudice and promoting understanding and inclusion; and
- consulting and engaging with service users and employees

Fixability Professional Solutions is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.

We are opposed to all forms of unlawful and unfair discrimination.

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When Fixability Professional Solutions selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce.

Commitment

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- Not to tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff.
- To promote equality in the workplace, which Fixability believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is always maintained.

Fixability Professional Solutions will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace.

Fixability's equality and diversity policy is fully supported by senior management. Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

Non-Compliance

Any employee not adhering to this policy may be subject to disciplinary action.