Equality & Diversity Policy Statement 2026 – 2027

Purpose of this Document

- To establish firmly Thameside Roofing Limited commitment towards equal opportunities both for existing employees and in recruitment of new employees.
- To act as a training document for all employees engaged in the employment, training and supervision of staff in order that they recognise by the Company's legal obligations and that they understand the management's commitment to equal opportunity within the Company.
- To make it clear to all employees that the ultimate authority and responsibility for this policy rests with the Managing Director. This policy sets out the framework for recruitment, promotion and training of staff with regards to equal opportunity and race relations for the Company.

To take specific reference to the following Acts for guidance:

- Sex Discrimination Act 1975.
- Race Relations Act 2000.
- The Equal Pay Act 1970.
- Equalities Act 2010.
- The Disability Discrimination Act 2005
- Employment Equality (Sexual Orientation) Regulations 2003.
- Employment Equality (Religion or Belief) Regulations 2003.

Statement of Company Policy/Commitment to this Policy

It is the policy of Thameside Roofing Limited that no job applicant or employee shall receive less favourable treatment or consideration than any other because of their sex, race, colour, nationality, ethnic or national origins, marital status, sexual preference, age, disability, trade union activity or political or religious beliefs.

We ensure commitment to this statement by not being favourable to any specific group. We ensure all applications are evaluated on merit by the company directors and taking into account the applicants experience only.

Selection procedures and criteria will be kept under review to ensure that individuals are selected, trained, promoted and treated on the basis of their relevant merits and abilities.

All employees will be given equality of opportunity within the Company and be encouraged to progress within the organisation.

The Company is committed to a programme of action to make this policy effective and is an equal opportunity employer.

Recruitment

All employees should be recruited on a fair and non-discriminatory basis. In order to achieve this aim all personnel involved in the recruitment process should follow the following guidelines.

Word of mouth' recruitment (i.e. "do you know someone who wants a job?") must not be practised.

Employment vacancy advertising should be carried out using the widest range of available media, newspapers, job centre, careers offices and other appropriate areas.

Advertisements should state that we are "an equal opportunity employer" and nothing in the format of the advertisement should limit the applicants in a discriminatory fashion. Advertisements should, however, be to the point about qualifications and experience required by the Company from an applicant.

Selection

The Company will select employees strictly on their ability to do the job role required.

In order to achieve this selection, interviews should be carried out to award the job to the candidate most suited by virtue of objective criteria, the person's ability, relevant experience and potential contribution to the Company.

Wherever possible interviews should be carried out by more than one person to ensure that potential bias or discrimination is eliminated.

If tests are used in the selection process, they should be relevant to the vacancy and not biased in favour of any group.

Promotion

Promotion with the Company will be based on merit alone.

The decision to promote is based purely on the employee's ability, training, aptitude and experience.

Training

Any employee that is involved in the control of other employees, particularly those involved with recruitment, selection, training, promotion and transfers, should be aware of the Company policy and how to carry it out in a positive manner.

Training of employees will enable them to comply with the relevant legislation and to achieve the aim of equal opportunity for all within.

Monitoring and Positive Action

The mix of employees within the Company and the mix within grades of employment should be monitored by the manager relevant to that area of the Company's activity. If it is found that an imbalance of groups exists then positive action to encourage a more representative mix should be taken.

Director & Company Secretary Commitment: - We pledge to provide satisfactory resources to ensure, so far as reasonably practicable, that our company employees are provided with the necessary training, supervision, information, procedures, skills, equipment, and leadership necessary to achieve our policy objectives.

Signed:	J. White	**Signed:**	C. Greaves-White
Name:	Mr John White	**Name:**	Carole Greaves-White
Position:	Managing Director	**Position:**	Company Secretary

Review Date: 4th January 2027
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