

AUGHTON AUTOMATION

CONTROL INSTRUMENTATION, ELECTRICAL, MECHANICAL & CIVIL ENGINEERS

Equality, Diversity & Inclusion Policy

Aughton Automation is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

Policy Aim

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best. As a company we also aim to:

1. Provide equality, fairness and respect for all in our employment
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of
 - Age
 - Disability
 - Race (including colour, nationality, and ethnic or national origin)
 - Sex / sexual orientation
 - Race or religion / beliefs
 - pregnancy and maternity
 - marriage and civil partnership
 - gender reassignment
3. Oppose and avoid all forms of unlawful discrimination, this includes
 - pay and benefits
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal / redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities

Our commitments

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination. All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers or any of its interested parties (Such acts will be dealt with as misconduct under the organisations or disciplinary procedure, and appropriate action will be taken)
4. Make opportunities for training, development and progress available to all staff, resources can be fully utilised to maximise the efficiency of the organisation.
5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

Our disciplinary and grievance procedures

Details of the organisation's grievance and disciplinary procedures are detailed in policies AACP 18 and AACP 23.

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Use of the organisation's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Following its initial adoption, this Equality, Diversity and Inclusion Policy will be reviewed by the Company's Board of Directors at the scheduled Management Meeting and may be amended from time to time.



Brian Duffy

Managing Director

Aughton Automation

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