

ABA Equality, Diversity and Inclusion Policy

ABA Surveying Ltd. operates strictly in accordance with employment legislation detailed in The Equality Act 2010 and under the Equality and Human Rights Commission (EHRC) Codes of Practice.

We seek to employ a workforce that reflects the diverse community at large because we value the individual contribution of people, irrespective of sex, age, marital status, civil partnership, disability, sexual orientation, gender reassignment, race, colour, religion or belief, pregnancy, maternity status and ethnic or national origin. ABA recruitment advertisements are placed locally and nationally with varying forms of media, ensuring equality of selection to all through each stage of the employment process.

Our Equality, Diversity and Inclusion Policy is integral to our employment process, with further communication of rights and responsibilities under the Equality Act imparted as necessary to all employees directly via staff briefings and is monitored regularly through Management Review Meetings. Promotion of the policy and its values, during tendering and supply procedures, is key to our dealings with all our contacts pre, during and post contract.

Employees of all ages, experience and duration of service will be given encouragement to enter and complete training, with particular attention given to the extra requirements needed by those with any disability to cope with all aspects of the learning, examination and implementation processes involved. Our pay better the living wage and reflects equal pay across all employees' salaries, irrespective of sex, age, marital status, civil partnership, disability, sexual orientation, gender reassignment, race, colour, religion or belief, pregnancy, maternity status and ethnic or national origin.


We will treat all our employees with dignity and respect and will provide a working environment free from unlawful discrimination, victimisation or harassment on the grounds of sex, age, marital status, civil partnership, disability, sexual orientation, gender reassignment, race, colour, religion or belief, pregnancy, maternity status and ethnic or national origin. We actively promote the same set of values in all our dealings with customers, suppliers and business contacts and expect the same values to be returned to us.

We will not tolerate any behaviour, whether intimated, verbal, written, physical or via social media, which breaches our policy. All such incidents will be taken seriously, with thorough investigation and company disciplinary procedures followed as appropriate.

We will make every effort, if an employee becomes disabled, to retain that person within our workforce, wherever is reasonable and practicable to do so.

We will install facilities for people with disabilities in existing premises, wherever practicable to do so. Whenever we invest in new or refurbished premises, every effort will be made to provide for the needs and welfare of staff but particularly of those employees and customers with disabilities.

Our Managing Director is accountable for our Equality, Diversity and Inclusion Policy.

Signed	
Job Title	Managing Director
Date	30.9.2020
Document No.	POL/13/2020.V13