



Williams Construction (Stockport) Limited
Labyrinth House 43-47 Middle Hillgate
Stockport Cheshire SK1 3DG

Equality and Diversity Policy

The purpose of this policy is to provide diversity and equality to all employees of Williams Construction (Stockport) Limited, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated equally, fairly and with respect. Employment selection, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of Williams Construction (Stockport) Limited.

About our policy:

- This policy is intended to demonstrate Williams Construction (Stockport) Limited commitment to eliminating discrimination and encouraging and valuing diversity among all employees.
- Under the Equality Act 2010, we recognise our responsibilities and are committed to meeting them in full. We believe that a workforce that embraces equality and values diversity will ensure a happy and fulfilled workforce and will feel involved and included in the company's plans, programmes and activities.
- We aim to create an environment which respects and welcomes everyone, an environment that will not tolerate any form of bullying, harassment, disrespectful or discriminatory behaviour by any employee towards any employee.

Our responsibilities:

- Williams Construction (Stockport) Limited understands that for equality to be achieved this policy needs to be made understandable to employees so that they can give their full support.
- This Policy is fully supported by senior management and has been agreed with Site Agents / Foremen
- Directors and all employees have a responsibility to ensure that their own actions and language are consistent with the contents of this policy.
- We understand the importance that in addition to employees, suppliers, sub-contractors and any other individual or organisation working on behalf of Williams Construction (Stockport) Limited are aware of and agree to comply with our equality and diversity policy.
- We will ensure by way of toolbox talks carried out on site and written communication that all employees are aware, fully understand and accept this

- To ensure that this policy meets current legislation and best practice, this policy will be regularly reviewed.
- Overall responsibility for the implementation of this policy lies with the Directors.

Our aim:

- We aim is to ensure a commitment to promoting equality of opportunity for all employees and ensure that no employee is discriminated against whilst carrying out their works.
- We aim to ensure that the values of equality, diversity and respect for all employees are rooted into the day to day operations of the company.

Our commitments:

- Williams Construction (Stockport) Limited recognises that an Equality and Diversity Policy alone is not enough to ensure that equality and diversity are central to everything that we do.
- We will strive to create an environment in which diversity and the contributions of all employees are recognised and valued in all our operations. By doing so we hope to provide an example of good equality practice.
- Every employee is entitled to a working environment which promotes dignity and respect to all. We will not tolerate any form of intimidation, bullying or harassment.
- The commitment to diversity and equality in the workforce is good management practice and makes sound business sense.
- Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- In introducing this policy we recognise that many people are unfamiliar with the ways in which discrimination and disadvantage affect people's health, well-being and quality of life. Therefore, we will support people to develop equalities awareness and understanding
- To ensure that we fully meet the aims of this policy we will :
 - i) Regularly review how well we are implementing this policy
 - ii) Evaluate any significant new or revised policies and procedures for their impact on equality
 - iii) Ensure equality and diversity are embedded into our development plans
 - iv) Ensure our employment practices and procedures are consistent with the aims of this policy
 - v) Ensure all employees are fully conversant with our policy and this will be carried out by way of toolbox talks carried out on site



 Director

Date 31.01.25