

Equality Policy

Introduction

Practical Waste Solutions Ltd is involved in providing a range of environmental services, consultancy and training. The Equality Policy is to provide the necessary encouragement and guidance to staff, contractors and clients to implement our policy, which must be strictly adhered to by all management (except where there are legal limitations on employment to particular posts) or where there are considerations of privacy and decency. Disciplinary procedure may be used in the case of breach of our policy.

1. Definitions

1.1 In this policy discrimination means "discrimination where a person is treated less favourably on the grounds of sex, marital status, religion, disability or social background".

1.2 In this policy indirect discrimination means "the imposition of requirement or condition which is applied or would be applied equally to persons not of the same sex or marital status, race, religion, disability or social background". Which is to the detriment of the individual concerned because he/she cannot comply with it.

1.3 In this policy Practical Waste Solutions Ltd includes any employee whether full time or part time or on temporary employment to the Company who acts on behalf of the Company.

1.4 In this policy Practical Waste Solutions Ltd also includes any individual candidates who have contracted Practical Waste Solutions Ltd to provide training services.

1.5 In this policy Practical Waste Solutions Ltd also includes any companies who are sub-contracted Practical Waste Solutions Ltd.

1.6 In this policy Practical Waste Solutions Ltd also include their clients who have contracted Practical Waste Solutions Ltd to provide any services.

2. General Statement of Policy

- Practical Waste Solutions Ltd services are open to all, regardless of ethnicity, age, gender, religious belief, disability, marital status, sexuality or political or social background.
- All reasonable measures will be taken to accommodate diversity in relation to mobility access, communications or other modification to arrangements which will assist visitors where required.
- Those working for, or on behalf of, Practical Waste Solutions Ltd will ensure that emblems, badges or symbols with potential to cause offence or unease are not displayed.
- This policy shall be issued to those working for, or on behalf of, Practical Waste Solutions Ltd and, upon request, to any interested party.
- This policy shall be reviewed upon change to operations, jurisdiction, legislation or other significant change and at least annually.



Tommy Shearer
Director