



### EQUAL OPPORUNITIES POLICY

**East Kirkby Engineering Company Limited** is committed to ensuring equality of opportunity to all persons who are training, on work experience or part and full employment. Also we require that all companies who work for us (i.e. subcontractors) to be committed to providing equality of opportunity to the same level of commitment as ourselves.

East Kirkby Engineering Company Limited has a commitment to ensure that all people regardless of sex, disability, race, colour, creed, nationality, class, ethnic origin, marital status, sexuality, religious belief, disability, age or domestic circumstances will be treated equally and will not be subjected to discriminatory judgements and decisions.

East Kirkby Engineering Company Limited will ensure all practices are actioned by all subcontractors and will review such practices regularly, and take action where necessary.

East Kirkby Engineering Company Limited will ensure all practices are consistent with this policy and through a commitment from all staff will review such practices regularly, and take action where necessary.

The company will look for opportunities to help create a fairer environment by ensuring that individuals achieve their full potential, and that those who are under achieving are provided with special guidance and help.

East Kirkby Engineering Company Limited wishes it to be known that it is an equal opportunities employer.

Signed:

A handwritten signature in blue ink, appearing to be 'J. King', written over a horizontal line.

Managing Director  
on behalf of East Kirkby Engineering Company Limited  
Date: **1<sup>st</sup> February 2022**



## Building Services Contractors

The Acts of Parliament regarding the legislation are:

- Equality Act 2010 (updated March 2013)
- Equal Pay Act 2010
- Race Relations Act 2010
- Sex discrimination Act 1975
- Data Protection Act 2003
- Human Rights Act 2010
- Civil Partnership Act 2004

Employers that comply with equal opportunities legislation are able to bring positive benefits to their companies because they:

- Ensure that they recruit that most suitable people into their vacancies
- Reduce the number of people leaving the company
- Maintain a good company image
- Increase staff motivation, commitment and morale
- Operate within the law and are recognised as a responsible organisation

### GENERAL INFORMATION

At all stages of employment, training or education it is illegal:

- To treat a person more favourably than another on the basis of their sex or marital status.
- To treat a person less favourably on the basis of their colour, race or ethnic origin.
- To treat one person more or less favourable than another on the basis of pay or terms or conditions of their employment when the work is of similar nature, has been rated as equivalent or is of equal value.
- To treat a disabled person less favourably without good reason, because of a disability.

### SPECIALIST ADVICE

General advice on Equal Opportunities can be obtained from your local Job Centre. Other sources of specialist advice are as follows:

Employment legislation and related issues      Advisory, Conciliation and Arbitration Service  
Anderson House  
Clinton Road  
Nottingham  
NG5 1AW  
Tel: (0115) 969 3355

Equal Opportunities, Sex and marital Equal Opportunities Commission  
Discrimination in employment, training      Overseas House  
And related matters      Quay Street  
Manchester  
M3 3HN  
Tel: (0161) 833 9244

East Kirkby Engineering Company Limited is a private limited company registered in England and Wales. Registration number: 4125935.  
Registered office: Avocet House, Bittern Way, Riverside Industrial Estate, Boston, Lincolnshire PE21 7NX.



# East Kirkby Engineering Co. Ltd.



## Building Services Contractors

Equal opportunities and racial  
Discrimination in employment, training  
And related matters

Commission for Racial Equality  
Elliot House  
10-12 Allington House  
London  
SW1E 5EH  
Tel: (0171) 828 7022

Financial support to help the employment  
Of people with disabilities

Lincolnshire Placing, Assessment and Counselling Team  
Employment Service  
Upper Ground Floor  
Mill House  
Brayford Wharf North  
Lincoln  
LN1 1YW  
Tel: (01522) 546840

Disability Discrimination Act Information Line

Tel: (0345) 622 633

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