

Equalities Policy

Total Interiors are committed to an Equalities policy within the workplace and welcomes the provisions and spirit of the Legislation for the promotion of equal opportunities for all.

All employees are expected to abide by the requirements of our policy and Race Relations Act, Sex Discrimination Act, The Human Rights Act, Disability Discrimination Act, Equal Pay Act, Employment Equality (Sexual Orientation) Regulations & Employment Equality (Religion or Belief) Regulations.

STATEMENT

The company wholeheartedly supports the principles of equality in employment and opposes all forms of unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, or disability. We believe that it is in the company's best interests, and those who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise. To this end, within the framework of the law, we are committed, wherever practicable to achieving and maintaining a workforce, which broadly reflects the local community in which we operate.

Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job-related criteria.

SCOPE

This policy applies to all aspects of employment including recruitment and selection, opportunities for training and promotion and terms & conditions of service. The Company policies and procedures reflect these principles.

As part of our commitment Total Interiors have taken an active role in understanding what our responsibility is in providing a safe area that conforms to the individual needs of our staff and still offers solutions for all abilities. We see the Equalities Act as an opportunity to improve the environment not just those with a disability.

The aim of inclusive working is to provide an environment where we can interact on equal terms and therefore gain experiences of all types of social interaction.

Accessibility

- Car parks** – Ease of parking near to the project within easy walking distance. A car park which provides disabled parking spaces clearly marked and enforced to make sure that the entitled people have access to them.
- Toilets** – Need to be open and accessible at all, times of park opening; clean and secure with properly laid out disabled facilities.

- Paths** – For easy access to the area from the car park, in good condition to allow for wheelchair access, push chairs and for people with other mobility difficulties not necessarily using a wheelchair, but other mobility aids.
- Space** – The area should cater for all abilities and provide areas where less confident people can interact with the rest of the area. Colours and sound can be used to help partially sighted people to navigate the area safely.
- Staff** – It is important to consider whether staff are required to help ensure the area is accessible and secure.
- Security** – Is the site in a secure area where employees and visitors feel safe? These are important considerations when considering new facilities. It may not be reasonably possible to cover all these points however it may be that one area may compensate for the point that has a short fall. For example, extra staff may provide the security that is lacking within the location of the site, i.e. some distance from other development

RESPONSIBILITY

All employees and, managers and supervisors, have a responsibility for ensuring that our policy is fairly and consistently applied and observed in all areas under their control.

Any employee who considers that he or she has experienced unfair treatment in breach of this policy is entitled to raise a complaint using the procedures as set out in the company grievance procedure. Appropriate disciplinary action will be taken where complaints are found to be valid.



J. Ruane
Director
31st January 2022