



CONSTRUCTION CATERING SERVICES

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CCS Diversity and Equality Policy

Construction Catering Services statement of commitment:

CCS is committed to valuing diversity and promoting equality in not just our workforce; but our clients and customers. We do not tolerate discrimination on grounds of:

gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, HIV positivity, working pattern, caring responsibilities, trade union activity or political beliefs – or any other grounds.

We will demonstrate our commitment by:

- Treating all part-time, full-time or temporary employees fairly and equally.
- Aptitude and ability will be the criteria for selection for employment, promotion, training or any other benefit.
- Recognising and valuing the differences and individual contribution that people make.
- Providing support and encouragement to all staff to develop their careers and increase their contribution to the organisation through the enhancement of their skills and abilities.
- Promoting an environment that provides dignity and respect to all. No form of intimidation, bullying or harassment will be accepted
- Any contravention of our diversity and equality policy will be regarded as misconduct. This could lead to disciplinary proceedings.
- Senior management and employee representatives fully support this policy
- This policy will be monitored by a nominated member of senior management
- Any incident of discrimination which has been observed by a member of our staff, a client or a customer should be reported directly to: *Dylan Almont, Managing Director on 02076822682*

This document will be periodically reviewed and monitored by senior management at CCS.

Annex 1:

The following is the relevant legislation that provides a framework for the implementation of CCS's Diversity and Equality Policy:

- Equal Pay Act 1970 (Equal Value Amendment 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Race Relations (Amendment) Act 2000
- Race Relations Act 1976 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Disability Discrimination Act 2005
- Employment Equality (Age) Regulations 2006