



1 Introduction

Rockall Safety is committed to creating and sustaining a positive and supportive working environment for our staff.

We aspire that staff are equally valued and respected and as a provider of employment, we value their diversity.

We are committed to providing a fair, equitable and mutually supportive working environment for our staff. This is reflected in the core values of the company, which state the importance of:-

- valuing, respecting and promoting the rights, responsibilities and dignity of individuals within all our professional activities and relationships.
- equality of opportunity based on merit, irrespective of background, beliefs and socio-economic context.

This equality and diversity policy provides for coordination and implementation at a strategic level and is supported by additional policies that provide for an integrated approach to equality and diversity company-wide.

2 Commitment to Equality and Diversity

We believe that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff, enabling them to achieve their full potential, contribute fully and derive maximum benefit and enjoyment from their involvement in the life of the company.

To this end, we acknowledge the following basic rights for all members and prospective members of our community:-

- to be treated with respect and dignity.
- to be treated fairly with regard to all procedures, assessments and choices.
- to be encouraged to reach one's full potential.

These rights carry responsibilities and we require all staff to recognise these rights and act in accordance with them. In addition, we will comply with all relevant legislation and good practice. No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

3 Dealing with Discrimination

We perceive bullying, harassment and victimisation of any individual as contradictory to our aspirations for a supportive working environment and will not be tolerated. Any allegations of such behaviour will be investigated, and ultimately disciplined, in accordance with company policy.



4 Responsibility

The Director has overall responsibility for ensuring that we operate within a framework of equality of opportunity. All members of staff have a duty to support and uphold the principles of our equality and diversity policy and its supporting policies.

5 Implementation

We expect that, where applicable, Equality Impact Assessments will be conducted, while equality objectives are integrated into work plans. The management team will coordinate and maintain the Equality Plan, which defines how we will meet our legal obligations and equality business objectives.