



# Hutton and Cawood

## Building and Joinery Limited



### Equality & Diversity Policy

#### Statement of Intent

The following Equality & Diversity Policy is to communicate the commitment of Directors and senior management team to the promotion of equality of opportunity in Hutton & Cawood Building & Joinery Ltd.

Hutton & Cawood Building & Joinery Ltd recognises and welcomes The Equality Act 2010.

The following characteristics are termed 'protected characteristics' by the Equality Act 2010 and it is the policy of the Company to provide employment equality to all, irrespective of:

- Gender, including gender re-assignment
- Marital and civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

We recognise that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense. Our equal opportunities policy will help all those who work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation.

We will ensure that this policy along with other Company Policies are included as part of our Induction Process, to raise awareness and to clearly define our expectations of the policy and the working culture.

**Michael Cawood**  
**Director**  
**Hutton & Cawood Building & Joinery Ltd**

t: (01422) 354786 | f: (01422) 330227 | e: info@huttonandcawood.co.uk

w: www.huttonandcawood.co.uk

Company Reg. No. 7192540 V.A.T Reg. No. 995 8609 44

Unit 15a, Drakes Industrial Estate,

Shay Lane, Ovenden,

Halifax, HX3 6RL.