

Equality, Diversity & Inclusion Policy Statement

We Clear Junk Ltd is committed to promoting equality, diversity, and inclusion in all aspects of our operations. We will provide equal treatment to all employees and job applicants, regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Protected Characteristics).

About this policy

This policy applies to all aspects of employment with We Clear Junk Ltd, including recruitment, pay and conditions, training, promotion, disciplinary and grievance procedures, and termination of employment. It covers all employees, officers, consultants, contractors, casual workers, and agency workers.

Responsibility for this Policy

The Managing Director is responsible for ensuring compliance with discrimination law and for the effective operation of this policy. All managers must set an appropriate standard of behaviour, lead by example, and ensure that their employees adhere to the policy. Managers will receive appropriate training on equal opportunities awareness and recruitment and selection best practice. The policy is reviewed regularly.

1. Discrimination

We Clear Junk Ltd has a zero-tolerance policy towards any form of discrimination or harassment, including sexual harassment. Discrimination based on Protected Characteristics is prohibited and unlawful, including direct and indirect discrimination, harassment, victimisation, and disability discrimination.

2. Recruitment and Selection

Recruitment, promotion, and other selection exercises will be conducted on the basis of merit, against objective criteria that avoid discrimination. Shortlisting should be done by more than one person and with the involvement of the Human Resources Department, where possible. We will advertise vacancies to a diverse section of the labour market and monitor applicants' ethnic group, gender, disability, sexual orientation, religion, and age. Job applicants should not be asked questions that suggest discrimination on the basis of a Protected Characteristic.

3. Training, Promotion, and Conditions of Service

We Clear Junk Ltd will provide all employees with equal opportunities for training and development. Workforce composition and promotions will be regularly monitored to ensure equality of opportunity. Our conditions of service, benefits, and facilities will be reviewed regularly to ensure that they are available to all employees who should have access to them.

4. Termination of Employment

We will ensure that redundancy criteria and procedures are fair and objective and are not discriminatory. Disciplinary procedures and penalties will be applied without discrimination.

5. Disabilities

We encourage employees to tell us about their disability so that we can provide appropriate support. We will consider reasonable adjustments to accommodate the needs of disabled employees and monitor the physical features of our premises to improve access.

6. Part-time and Fixed-Term Work

Part-time and fixed-term staff should be treated the same as comparable full-time or permanent staff and enjoy no less favourable terms and conditions unless different treatment is justified.

7. Breaches of this Policy

We take a strict approach to breaches of this policy, which will be dealt with in accordance with our Disciplinary Procedure. Complaints of discrimination can be raised through our Grievance Procedure or Anti-harassment and Bullying Policy. Victimisation or retaliation against staff who complain about discrimination is prohibited.



Date: 18/05/2023

Name: Darren Mercer

Position: Managing Director

