



## EQUALITY AND ANTI DISCRIMINATION POLICY STATEMENT

Fully adhering to the Equality Act 2010 RCU Solutions does not discriminate within any procedures or processes within the business (including recruitment) on the grounds of race, religion and beliefs, gender, age, disability, pregnancy and maternity, gender reassignment, marriage and civil partnership and/or sexual orientation.

RCU Solutions is committed to the development of a working culture in which fair treatment for all is the norm by promoting equal opportunities and valuing diversity.

We will maintain a neutral working environment in which no employee or worker feels under threat or intimidated. This means that the display of flags, emblems, posters, graffiti or the circulation of materials or the articulation of slogans or songs which are likely to give offence or cause apprehension amongst particular groups of employees is prohibited.

RCU Solutions will not discriminate unlawfully against service users using or seeking to use our services or facilities provided by RCU Solutions.

In order to carry out this policy, all employees are responsible for the promotion and advancement of this policy. Behavior, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the Service Disciplinary Procedure.

Employees should report any bullying, harassment or victimisation by service users, suppliers, visitors or others to their line manager who will take appropriate action through the companies discipline policy.

This policy applies to everyone working at RCU Solutions including employees, temporary or agency workers, trainees, work experience, contractors and consultants as well as potential new employees and recruitment candidates. Agencies, contractors and suppliers are expected to carry out their duties with due regard to this policy.


If you consider that you may have been unlawfully discriminated against, you may use the Grievance Procedure to make a complaint.

RCU Solutions will take any complaint seriously and will seek to resolve any grievance that it upholds. You will not be penalised for raising a grievance, even if your grievance is not upheld, unless your complaint is both untrue and made in bad faith.

This policy will be reviewed annually as part of the Management Review process, to ensure its continued adherence to the Equality Act 2010.

It is part of the company's training programme to ensure that this policy statement is briefed, understood and implemented at all levels within the company. This policy will also be communicated to all persons working under the control of the company and will be made available to interested parties.

**Managing Director**  
**Glenn Clark**  
**November 2019**

  
**Operations Director**  
**Nick Carroll**  
**November 2019**