



BRAMBLES
CONSTRUCTION SERVICES



The Office at Spring Cottage
South Street; Burton Fleming
Driffield; East Riding of Yorkshire
YO25 3NZ

Equal Opportunities Policy Statement

Telephone 01262 470226
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It is the policy of Brambles Construction Services Limited to do everything possible to ensure that all employees and potential employees have equal opportunities irrespective of sex, race, religion or disability in order to comply with The Equal Pay Act 1970; The Race Relations Act 1976 (and the Race Relations (Amendment) Act 2000), The Sex Discrimination Act 1975; The Disability Discrimination Act 1995; The Human Rights Act 1998; The Sex Discrimination (Gender Reassignment) Regulations 1999; The Employment Equality (Sexual Discrimination Regulations) 2005 and The Employment Equality (Religion or Belief) Regulations 2003

The Company will ensure that employees and potential employees have equal opportunities irrespective of age, marital status or sexuality and actively opposes discrimination

Recruitment and training is designed to ensure an adequate supply of suitable labour to meet the companies staffing requirements and is based on ability only to meet the job specification applicable.

Should any vacancy attract interest from disabled persons appropriate facilities for interviews will be provided and if practicable adjustments to working practices will be considered

Advertisements for jobs within the Company states that we are an Equal Opportunities Employer in order to attract applications from a wide range of potential employees as possible. Interviewing and selection for vacancies is carried out by the Managing Director based on the companies staffing requirements

Rates of pay within the Company are negotiated by the Building and Allied Trade Joint Industrial Council and are determined solely by duties of the job holder. These are negotiated annually between the Federation of Master Builders and the Transport and General Workers Union

The policy also applies to part time workers and is issued to all employed. The policy is monitored and reviewed as and when it becomes necessary. Any grievances of employees including personal harassment may be taken up in accordance with the company grievance and disciplinary procedures.

The Managing Director is responsible for the implementation of this policy.

Mr. Stephen Brambles
Managing Director
1st March 2014