

EQUALITY AND DIVERSITY POLICY

Ferguson Construction Ltd is intent on advancing equality and diversity as key features within all its activities, as it believes this to be ethically right and socially responsible. Equality and diversity are essential factors that contribute to the academic and economic strengths of the Company and we will abide by the requirements of the Equality Act 2010.

The Company's Equality and Diversity Policy provides for coordination and implementation at a strategic level and is supported by additional policies that provide for a Company-wide integrated approach to equality and diversity.

Commitment to equality and diversity

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

To this end, Ferguson Construction Ltd acknowledges the following basic rights for all members and prospective members of its community:

- To be treated with respect and dignity
- To be treated fairly with regard to all procedures, assessments and choices
- To receive encouragement to reach their full potential

These rights carry with them responsibilities and Ferguson Construction Ltd requires all members of the community to recognise these rights and to act in accordance with them in all dealings with fellow members of the Company. In addition, the Company will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, on the basis of gender, race, nationality, ethnic or national origin, religious or political beliefs, disability, marital status, social background, family circumstance, sexual orientation, gender reassignment, spent criminal convictions, age or for any other reason.

Responsibility

The Managing Director is responsible to co-ordinate related activities, facilitate developments and to communicate responsibilities to appropriate staff within the Company.

The Managing Director recognises that all of its staff and students have a duty to support and uphold the principles contained in its Equality and Diversity Policy and supporting policies.

Implementation

The Managing Director will have ultimate responsibility for ensuring implementation of those policies that are related to equality and diversity.

The Managing Director will provide a more focused forum where policies and action plans on race (including religion), disability, gender (including sexual orientation), age and widening participation can be developed, progressed and monitored.

Communication

The Equality and Diversity Policy is available to all staff of the Company.

Training will provide a means by which the Policy and supporting policies are communicated to staff and internalised in their behavior. All staff should attend training events related to equality and diversity that are organised by the Managing Director and which will help to translate the law into working practice.

Complaints

Any complaint will be taken seriously and dealt with in a timely and sensitive manner, in accordance with the appropriate grievance and disciplinary procedure.

Signed:

A Ferguson

Alan Ferguson
Managing Director
August 2020