



EQUALITY POLICY

The Underground Garage is a membership-based organization fully committed to eliminating unlawful discrimination and harassment. It promotes equal opportunities and good social relationships both in employment and in the delivery of our services. The greatest asset of The Underground Garage is our human resources, and we respect all our employees for the unique differences they bring to our organization. The communities to which our services are delivered are increasingly diverse, and we believe that a diverse workforce that reflects our local communities will contribute to real business benefits. A diversity of people from different backgrounds can bring knowledge, skills and ideas. Our culture at The Underground Garage is a supportive one, and we would like our employees to add their own input by expressing their suggestions and explaining their point of view. When selecting candidates for employment, promotion, training or other benefits, we base our decisions solely on merit, potential and competence. All our employees are actively encouraged to develop and achieve maximum potential, which in turn contributes to the effectiveness and efficiency of the organization.

LEGAL STATUS:

Several legislative acts are used to protect individuals from discrimination.

The legislation includes the following legislative acts:

The Equal Pay Act 1970 as amended

Equality Act of 2006

- The Sex Discrimination Act 1975 as amended
- The Gender Recognition Act 2004
- The Disability Discrimination Act 1995
- Disability Discrimination Act 2005
- Race Relations Act of 1996
- The Race Relations (Amendment) Act 2000.
- The provisions of the Race Relations Act 1976
- Regulations of 2003.
- Employment Equality (Age) Regulations 2006
- Employment Equality (Religion or Belief) Regulations 2003)
- Employment Equality (Sexual Orientation) Regulations 2003)
- Employment Equality (Sex Discrimination) Regulations 2005
- The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, as amended.
- (Amendment) Regulations 2002)
- The Employment Rights Act 1996 - Human Rights Act 1998.

No person, including job applicants, employees, users of our services or customers, shall be treated less favourably on the grounds of gender, sex, marital status, pregnancy, gender reassignment, race, colour, nationality, ethnic or national origin, dis-

ability, sexual orientation, partnership, religion or belief, age, trade union membership, political opinion, unrelated criminal conviction, liability for dependants or employment status. We are against all forms of unlawful and unfair discrimination.

The Underground Garage has a statutory obligation to develop a Strategy for Racial Equality, People with Disabilities and Gender every three years. This includes the development of an action plan that sets out what action needs to be taken to meet existing responsibilities in this area, both general and more specific.

WHO BEARS THE RESPONSIBILITY?

Everyone, who is working for or on behalf of The Underground Garage has a responsibility to comply with and support The Underground Garage Policy on Gender and Diversity. This applies:

- All Employees
- Trade Union Representatives - Partners, Contractors and Suppliers

The Underground Garage does not tolerate any form of discrimination, harassment, repression or intimidation directed against anyone seeking employment, collaboration, or any other form of discrimination, harassment, oppression or coercion.

This also applies to behaviour and presentation of materials that are offensive, frightening or that may cause concern.

Any violation of our Gender and Diversity Policy by employees will be considered misconduct and will contribute to disciplinary action. Ignorance or "I didn't mean to offend" is not a line of defence.

Every employee of Tayside Contracts is an ambassador for the organization and should treat everyone with dignity and respect. We want our employees to question all kinds of prejudices, stereotypes and disrespectful behaviour of others.

HOW TO ACT WHEN YOU EXPERIENCE DISCRIMINATION

If any employee or his/her colleagues experience any form of discrimination or harassment in the workplace, follow the complaints procedure immediately to:

The Underground Garage

F.A.O Maria-Magdalena Niewiadomska -HR Advisor

Greenbank Crescent

AB12 3BG

ABERDEEN

email: admin@theundergroundgarage.co.uk.

All allegations are taken seriously and investigated. If proven guilty, disciplinary action will be taken in accordance with our disciplinary procedures. Persons who harass or persecute others may be ordered to compensate victims of their harassment.

POLICY REVIEW

The review of the Equality Policy will be carried out every 3 years.

Signed by : Robert Modzelewski

Director

Date: 22 August 2019