

SAOS's Equality, Diversity and Inclusion Policy



SAOS aims to be an exemplar organisation; efficient, effective and with best value goals at the heart of everything we do. We are committed to embedding an inclusive culture throughout our organisation in which diversity and equal opportunities are actively encouraged and discrimination is eliminated. We aim to ensure that our workforce is representative of the society within which we operate our business in addition to promoting best practice within our supply chain as part of our ethical trade initiative.

Equality Act 2010

As per the Equality Act 2010, our policy is not to discriminate on any grounds including race, colour, nationality or ethnic or national origin, religion, gender, sexual orientation, marital status, reproductive rights, age, responsibility for dependents, HIV status or disability. This policy applies not only during the course of an individual's employment but also during the selection process, be it the recruitment of external job applicants, the review of internal candidates or in the provision of training and development. Nor will any individual be disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.

Our commitment includes:

- Creating a working environment where our workers and employees receive equal and fair treatment.
- Creating a working environment that promotes dignity and respect to all.
- Zero tolerance towards any form of intimidation, bullying or harassment.
- Supporting anyone who feels that they have been subject to discrimination to raise their concerns, and effective investigation and management of any complaints.

Employment of Disabled People

It is our policy to recruit employees solely on the individual's ability to undertake work and applications from disabled people are welcomed. Disabled applicants will be considered, with all other applicants, on the basis of skill, knowledge and ability to perform the required post. SAOS commits to provide any reasonable adjustments necessary to ensure disabled people have access to our employment opportunities.

Race Equality

SAOS is committed to promoting equal opportunities and doing everything in its power to eliminate all elements of racism and racial discrimination, either direct or indirect, in every area of its responsibility and influence. We are committed to challenge racism wherever it occurs, respond swiftly and sensitively to racist incidents, and actively promote racial equality within the organisation.

Gender, Sexual Orientation and Reproductive Rights

We are committed to respecting individual choices and will take positive action to redress negative views and challenge discriminatory assumptions. No individual will be disadvantaged and equal access will be offered to all individuals who are employed with SAOS.

Other Beliefs

We are committed to respecting, as far as possible, our employee's beliefs and will endeavour to support those beliefs where possible. This includes recognised, although not legally binding, beliefs such as vegetarianism and ethical veganism.

Complaints

Any act of direct or indirect discrimination of an employee (including acts of sexual harassment) will not be condoned by SAOS, and any such act will be treated as a breach of the disciplinary rules and treated accordingly.

Any complaint of discrimination or sexual harassment should be raised with your line manager, under the provision of the Grievance Policy. If your complaint is in regard to discriminatory treatment at SAOS, which you do not feel comfortable in raising to your line manager, then you should raise this with the Chief Executive Officer.

In addition to the above, the Equality Act 2010 made it illegal to victimise individuals for speaking up about their rights, making a complaint, helping someone else make a complaint or refusing to do something that would be contrary to equal opportunities legislation. SAOS fully supports this philosophy as it reflects our core values.