

Equality & Diversity Policy

M&S Water Services (Utilities) Limited are committed to equal opportunities and diversity not only in its employment policies but in the execution of all its functions and services and to the development of equality of opportunity and diversity Water Industry sector. A genuine commitment to equal opportunities and diversity requires participation by all staff and subscribers.

All employees and Directors of M&S Water should accept personal responsibility in recognising and implementing this Policy in all aspects of their work for and on behalf of the organisation. Promotion of the policy forms an integral part of the job description of all employees.

M&S Water are committed to the following principles:

- There should be no discrimination on account of age, sex, marital status, pregnancy, sexual orientation, gender reassignment, disability, religion, belief, race, nationality, or ethnic origin
- M&S Water will appoint, train, develop and promote on the basis of merit and ability
- All employees have personal responsibility for the practical application of M&S's equal opportunities and diversity policy, which extends to the treatment of employees, supply chain members and contractors, our customers and members of the public who may be exposed to our works
- Special responsibility for the practical application of M&S Water's equal opportunities and diversity policy falls upon management involved in the recruitment, selection, promotion, and training of employees
- M&S Water's grievance procedure is available to any employee who believes that he/she may have been unfairly discriminated against
- As defined by our Disciplinary Policy action will be taken against any employee who is found to have committed an act of unlawful discrimination. Both discriminating conduct and harassment will be treated as gross misconduct
- M&S Water undertakes not to discriminate unfairly on the grounds of trade union membership and activity, political beliefs, and unrelated criminal convictions

In the case of any doubt or concern about the application of the policy in any particular instance any member of staff or employee should consult the Compliance Manager.

Managing Diversity

M&S Water are committed to promoting equality and diversity and the promotion of a culture of Fairness, Inclusion & Respect (FIR) throughout our business operations. We actively value difference and recognise that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work.



Registered Office: Unit 6, High Town Enterprise Centre, York Street, Luton, Bedfordshire, LU2 0HA
Registration No: 6218970. | VAT Reg. No. 694 9134 90 | Director: M J Harkin; Director & Co. Secretary: K H Harkin

Underground Water Mains | New Mains (WIRS) | Leak Detection | No Dig Trenchless Technology
Fusion Welding | Plumbing | RPZ Valve Testing and Commissioning | Pressure Testing and Chlorination

M&S Water aims to be an inclusive organisation, where diversity is valued, respected, and built upon, so that it is able to recruit and retain a diverse workforce that reflects the communities we serve.

M&S Water are committed to ensuring the diversity of our workforce and will seek to adopt employment and engagement practices that include diversity and a fair and flexible approach including, where appropriate, positive actions which serve to support this objective.

As an employer committed to diversity and equality M&S Water recognises our success depends on creating a working environment which supports the diverse make-up of our staff and contracted resource with supporting policies and procedures to create a framework of assistance.

We have implemented the M&S Water Aware Programme to promote our requirements and expectations for an acceptable and positive behavioural culture of SHEQ and FIR performance and engagement within all of our working environments.

Responsibility for this Policy

The M&S Water Senior Management has overall responsibility for Equal Opportunities.

Our SMT will:

- Ensure that the organisation is meeting its legal duties with regard to relevant legislation
- Set the tone and influence the culture of Equal Opportunities & Diversity within M&S Water and set the standards and expectations of staff with respect to conduct via our FIR objectives and Aware Programme
- Satisfy itself that Equal Opportunities & Diversity is being actively pursued, with appropriate monitoring in place and that this policy is working effectively
- Regularly review our approach to Equal Opportunities & Diversity and approve changes or improvements to key elements of its processes and procedures

To effectively implement this policy, M&S Water will take steps to ensure that:

- All staff (and any contractors engaged by or acting on behalf of M&S Water) act in accordance with this policy
- Through policies, procedures and systems, job applicants or employees will be treated in accordance with this policy and other related policies
- Any employment requirements or conditions will be justifiable and reasonable
- All employment policies, procedures, and practices, including this one, will be reviewed and impact-assessed regularly to ensure that they are, and remain, non-discriminatory
- All managers and others involved in the implementation of the organisation's employment policies will receive appropriate training including diversity, recruitment and selection, performance management etc
- Reasonable adjustments will be made in the workplace to help people with disabilities achieve their full potential
- Employees will receive training during induction and at other appropriate times during their employment to ensure awareness and understanding of this policy and diversity in general

A diverse workplace is promoted and celebrated through our policies and how we operate.

Signed:


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Karen Harkin – Director
For and on behalf of
M & S Water Services (Utilities) Limited

Dated: 27.7.2022

Review date: 31/08/2023

PD07