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Equality, Diversity & Inclusion Policy	
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Approved By	A Bowler
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1. Policy Statement

Uniti Scaffolding Ltd is proud to be an **equal opportunities employer**. We are committed to creating a workplace where every individual is **respected, valued, and able to be themselves**, regardless of sexual orientation, gender identity, race, religion, disability, age, nationality, or background.

We actively promote inclusion within the construction industry and stand firmly against **all forms of discrimination, harassment, or prejudice**.

We are particularly proud of the diversity within our team and believe that **different backgrounds, perspectives, and experiences strengthen us as a business**. Every scaffolder, site operative, and team member at Uniti is treated with dignity and fairness, and we support our people in feeling **safe, respected, and accepted at work**.

This policy applies to all employees, subcontractors, agency workers, and anyone representing Uniti Scaffolding Ltd.

2. Commitment to the Uniti Gold Standard

Delivering the **Uniti Gold Standard** requires teamwork, communication, discipline, and professionalism.

Respecting each other on site and in the workplace supports the key pillars of the Gold Standard, particularly:

- **Teamwork** – supporting colleagues and working cooperatively with other trades
- **Communication** – addressing problems early and professionally
- **Discipline** – maintaining professional behaviour at all times

A respectful and inclusive workplace allows our teams to focus on what matters most: **working safely and delivering high-quality scaffolding for our customers**.

3. Equal Opportunities

Uniti Scaffolding Ltd is committed to ensuring that **employment decisions are based on merit, competence, and ability**.

This includes:

- Recruitment and selection
- Training and development opportunities
- Promotion and progression
- Pay and working conditions

No individual will be treated unfairly due to personal characteristics protected by law.

The company will comply fully with the requirements of the **Equality Act 2010**, which protects individuals from discrimination in the workplace.

4. Respectful Behaviour on Site

All employees are expected to contribute to a **professional and respectful working environment**.

This means:

- Treating colleagues, clients, and other trades with respect
- Avoiding offensive language, jokes, or behaviour
- Working cooperatively with all team members
- Supporting a safe and inclusive working environment

Harassment, bullying, discrimination, or intimidation will **not be tolerated** and may lead to disciplinary action.

Professional behaviour is part of the **discipline expected under the Uniti Gold Standard**.

5. Reasonable Adjustments

Uniti Scaffolding Ltd will make **reasonable adjustments where practicable** to support employees and applicants who require additional support.

If you require adjustments during the **recruitment process or while working on site**, the company will do everything reasonably practicable to accommodate your needs.

Employees are encouraged to speak to their **supervisor or management** if adjustments may help them perform their role safely and effectively.

6. Reporting Concerns

If an employee experiences or witnesses discrimination, harassment, or inappropriate behaviour, they are encouraged to **raise the issue as soon as possible**.

Concerns may be raised through:

- A supervisor or manager
- The company grievance procedure
- The company whistleblowing procedure where appropriate

All concerns will be treated seriously and handled **fairly and confidentially wherever possible**.

Raising concerns early allows the company to address issues quickly and maintain a safe and respectful workplace.

7. Responsibilities

Management

Management are responsible for:

- Promoting equality and inclusion across the company
- Ensuring this policy is implemented and followed
- Addressing any issues of discrimination or harassment promptly

Employees and Operatives

All employees must:

- Treat others with respect and professionalism
- Support an inclusive and fair working environment
- Report any inappropriate behaviour or concerns

Everyone at Uniti has a role to play in **maintaining a workplace where people feel respected and able to do their job safely**.

8. Policy Review

This policy will be reviewed periodically to ensure it remains effective and reflects current legislation and best practice within the construction industry.