



## OFFICE

35 Widnes Road  
Widnes  
Halton  
WA86AZ

## PHONE

0151 345 1419

## EMAIL

[info@makocreate.co.uk](mailto:info@makocreate.co.uk)

## WEB

[www.makocreate.co.uk](http://www.makocreate.co.uk)

## MakoCreate Diversity and Equality Policy

The purpose of this policy is to provide diversity and equality to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and equally.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

### Our Commitment:

Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

The commitment to diversity and equality in the workplace is good management practice and makes sound business sense.

Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

The policy will be monitored and reviewed annually.

## The Law

This policy will be implemented within the framework of the relevant legislation, which includes:

- Equal Pay Act 1970 (Equal Value Amendment 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Race Relations (Amendment) Act 2000
- Race Relations Act 1976 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Disability Discrimination Act 2005
- Employment Equality (Age) Regulations 2006

## Our Business Case for Diversity

By sweeping away discrimination, MakoCreate can:

- Maximise the pool of potential job applicants and improve their chances to recruit the right person first time, every time
- Become the employer of choice reducing the costs of recruitment and improving retention
- Make more effective use of human capital, improve workforce morale, reduce staff turnover, sickness and absenteeism
- Gain goodwill in the community and improve business profile
- Exploit links to increase sales to new customers and clients from minority communities
- Develop the capacity of the workforce to do business with all sections of the community
- Provide better customer service, respond effectively to change in the marketplace and become the supplier of choice
- Utilise untapped resources including language skills and connections with export markets
- Comply with legislation.

MakoCreate 16/05/2019