



DJC Sound Systems

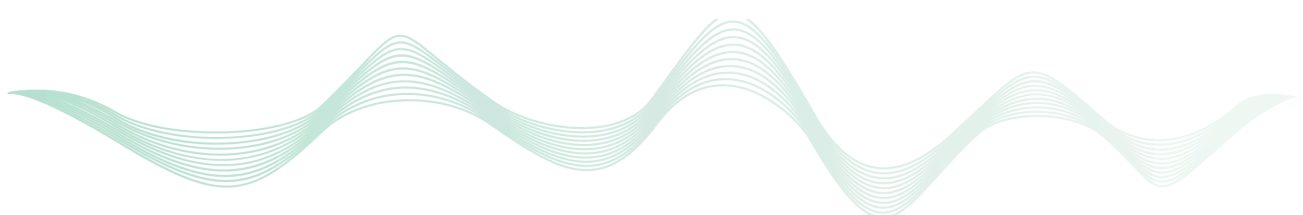
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Equality and Diversity Policy

Document Control

Version	Status	Policy Owner	Approved by/date	Next review due
V1.0	Draft	Denis Cater		
V1.1	Final	Denis Cater	Denis Cater/June 2016	May 2018



Equality and Diversity Policy

1. Purpose

The purpose of this policy is to communicate the commitment of DJC Sound Systems to the promotion of equality and diversity.

2. Policy Statement

DJC Sound Systems celebrates the diversity of our communities and workforce and is opposed to all forms of unlawful and unfair discrimination on the grounds of race, creed, colour, nationality, disability, ethnic origin, age, language, disability, religion or belief systems, political or opinion affiliation, gender, gender reassignment, sexual orientation, marital status, having or not having dependents, connections with a national minority, national or social origin, property, birth or other status, family connections and membership or non-membership of a trade union.

All potential or established staff, contractors and customers will be treated fairly and will not be discriminated against on the above grounds. Decisions about recruitment, selection, promotion, training or service provision will be made objectively and without discrimination.

DJC Sound Systems is also conscious that Section 149 of the Equality Act 2010 imposes particular duties on 'public authorities' and other bodies when exercising public functions. We are committed to supporting those of our customers within this group in delivery of these duties both by seeking opportunities to advance equality of opportunity and through fostering good relations between persons who share a relevant protected characteristic and those who don't.

The organisation's procedures are a means of setting out the ways in which we will ensure that our organisation is compliant with both the letter and spirit of the Equality Act 2010.

It is not intended that anything in this Policy affects an individual's statutory rights.

3. Scope

This policy is applicable to all potential and appointed workers – including those working for DJC Sound Systems on a voluntary or casual basis and contractors.



4. Policy Guidance

It is the intention of DJC Sound Systems' owner that the following principles, approach, aims and objectives are observed.

DJC Sound Systems will not discriminate on the grounds of any of the protected characteristics as defined by the Equality Act 2010 in the:

recruitment and selection process

opportunity for promotion or personal development;

selection for redundancy and/or redeployment, other than where required by law

provision of services to any customer or potential customer

sub-contracting or contracting of services from other companies

DJC Sound Systems staff are expected to treat all colleagues and customers with respect and consideration at all times and not to practice discriminatory behaviour on the grounds of any personal and/or protected characteristic.

The provision and design of DJC Sound Systems' services will be reviewed to ensure that they do not directly or indirectly discriminate against any section of our community - except where this is justified by the express intent of the service being provided and is a proportionate response to an identified need .

All DJC Sound Systems policies, remuneration opportunities, employment terms and conditions, procedures and benefits are designed to promote equal potential and protection for all employees.

Any companies to whom DJC Sound Systems sub contracts work will be required to demonstrate to the satisfaction of DJC Sound System's owner that they have similar provisions as DJC that support and promote equality and diversity in their workplace.

5. Equality Impact Assessment

The purpose of this policy is to promote equality and diversity. There are no Equality issues arising as a consequence of this policy.

6. Review

This policy and procedure will be reviewed *24 months* after the date shown on the front page or when necessary following changes in legislation or other relevant event.

7. **Legal Framework**

Equality Act 2010

Employment Rights Act 1996

Employment Act 2008