

EQUALITIES POLICY

PCF Construction recognises the dignity and worth of every individual and should promote equality of opportunity for all.

PCF Construction supports equality of opportunity and recognises the “Protected Characteristics” as defined in the Equalities Act 2010. The Company is committed to oppose all forms of unlawful or unfair discrimination on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, colour, religion or belief, sex and sexual orientation.

The Company will also take account of the Disability Discrimination Act 1995, This Policy covers all aspects of employment, from vacancy advertising, selection recruitment and training, to conditions of service and reasons for termination of employment.

To ensure this policy is fair (and for no other purpose) the company shall maintain records of employees’ and applicants’ racial origins, gender and disability. The Company’s Equalities Policy and the measures to implement it have been devised based on advice from the relevant bodies as well as in consultation with the appropriate union and/or employee representative. The Company Managing Director are responsible for the effective operation of this policy.

THE POLICY

Wherever possible, all vacancies will be advertised simultaneously internally and externally. This company will ensure active compliance with the Equalities Act 2010 as detailed below.

AGE

It is the policy of PCF Construction to endeavour to ensure that discrimination does not occur within the company in terms of age. Where appropriate, the Company will ensure and provide the necessary assistance to ensure that people are treated fairly in all aspects of Company practices including the provision of opportunities, training, and career progression for all.

DISABILITY

It is the policy of the Company to ensure that discrimination does not occur on grounds of disability. The Company recognise that it is an offence under the Equalities Act 2010 for an employer of any size to discriminate against a person because of a disability. The company will also take account of the Disability Discrimination Act 1995. Wherever possible, the Company will provide opportunities and training for disabled people, including those who become disabled, to make the best possible use of skills and potential.

GENDER REASSIGNMENT

The Company acknowledge that a person’s gender (the way they appear to others) may change/be changed due to personal, social or medical reasons and that such persons are protected from discrimination under the Equalities Act. 2010

MARRIAGE AND CIVIL PARTNERSHIP

The Company acknowledges that employees who are married or in a civil partnership are protected under the Equalities Act. 2010.

PREGNANCY AND MATERNITY

On receiving written notification from an employee that she is pregnant, the Company shall conduct a risk assessment, which considers any advice provided by the woman's GP or Midwife on her health. If the risk cannot be removed the Company will adjust her working conditions and/or hours of work; or if that is not possible offer her suitable alternative work if available.

RACE

It is the policy of the Company to ensure that race discrimination does not occur and, in accordance with the Equalities Act 2010, to promote equality of opportunity for all. Where individuals have cultural needs, the Company, where practicable, will endeavour to accommodate these needs, within the constraints of operational requirements. Each situation and request will be treated individually. The Company will also take account of the Race Relations Act 1976.

RELIGION OR BELIEF

The Company is committed to ensuring fairness and equal access to all employees no matter what their faith or beliefs.

SEX

It is the policy of the Company to ensure that discrimination due to a person's sex does not occur. In accordance with the Equalities Act 2010, we shall promote equality of opportunity between males and females within the Company and, to those applying to the Company. The Company will also take account of the Sex Discrimination Act 1975.

SEXUAL ORIENTATION

The Company and employees acting during their employment shall endeavour to deter assumptions/presumptions as to a person's sexual orientation or partner choices.

Signed: 

Date: 29/04/26

Steve Avery
Director