

**Equality, Diversity & Inclusion Policy**

CS Utility Contractors (CSU) Ltd is committed to encouraging and promoting diversity and inclusion in our workplace and services to employees. We believe in the values of respect, cooperation and integrity, where everyone should be treated with dignity at all times. CSU will take every possible step to tackle all forms of discrimination, inequality, and unfair treatment, whether it’s intentional or unintentional, direct or indirect. CSU is committed to making sure that all employees have equal access to opportunities and to removing all barriers to inclusion in the workplace.

**Equality**

Equality is about making sure that every individual has equal opportunities to make the most of their lives, whatever their identity or background. Equality isn’t about treating everyone in the same way; it recognises that creating equal opportunities and outcomes for everyone may require different approaches for different individuals or groups.

**Diversity**

Diversity means valuing all differences between people, whether they’re visible or not. It includes recognising employees’ different viewpoints, experiences, and identities as organisational strengths. Diversity isn’t about ‘accepting’ or ‘managing’ differences; it’s about nurturing and celebrating them so all staff can contribute fully and realise their full potential.

**Inclusion**

Inclusion means taking proactive, positive actions to remove any and all barriers to participation in the workplace to create an environment where every employee feels equally valued and supported to thrive. Being an inclusive organisation requires an ongoing commitment to listening, understanding, and taking action.

**Legal Framework**

Current equality legislation and associated codes of practice to be taken into account include (but aren’t limited to):

* Equality Act 2010
* Employment Rights Act 1996
* Part-Time Workers Regulations 2000
* Rehabilitation of Offenders Act 1974
* Equal Pay Act 1970
* Employment Equal Treatment Framework Directive 2000 (as amended).
* Gender Recognition Act 2004

This legislation protects people against all forms of discrimination based on particular protected characteristics. Protected characteristics are certain attributes that people possess, which the law considers must be safeguarded.

There are nine protected characteristics that it’s unlawful to discriminate based on:sex, age, disability, pregnancy and maternity, race, sexual orientation, religion or belief, marital or civil partnership status, and gender reassignment.

**Types of Discrimination**

Direct discrimination – This is where a person is treated less favourably than someone else because of a protected characteristic. An example of direct discrimination would be refusing to employ someone because they were pregnant.

Discrimination by association - This is direct discrimination against someone because they’re associated with another person who possesses a protected characteristic, for example, against people who are carers for disabled people.

Discrimination by perception - This is direct discrimination against someone because the other person thinks they possess a particular protected characteristic, for example, against a straight woman who’s perceived to be gay.

Harassment - This is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for that person. Even if the effect wasn’t intended by the person responsible for the conduct, it’s still harassment. Employees can now report behaviour they find offensive even if it’s not directed at them.

Victimisation - This is where someone is treated less favourably than others because they have made or supported a complaint or grievance or have given evidence in relation to a complaint.

**Our Commitment**

CSU is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. Any person with one or more of the above protected characteristics will be protected from discrimination. Neurodiversity will be covered in a separate policy but adopts many of the same standards within the EDI Policy covered in this document.

The company will take positive action against discrimination if a person with a protected characteristic has a particular need, are at a disadvantage or are under-represented in the working environment.

Any Incident that involves discrimination against the above characteristics will be classed as a Hate Incident and any crime committed as a Hate Crime that will be reported to the Police as such.

Any Employees who feel that they are being subject to any discrimination may speak to their Line manager or raise it as appropriate. No form of intimidation, bullying or harassment will be tolerated.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated appropriately. The Company will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably as a result. However, any false allegations of a breach of this policy which are found to have been made in bad faith will be dealt with as a disciplinary the same as a person found to have breached this policy may be subject to disciplinary action.

This policy applies to all conduct in the workplace and conduct outside of the workplace that is related to work such as meetings, company social events or interactions.

**Employee Responsibilities**

Employee’s should adopt and embrace this policy’s ethos of equality, diversity, and inclusion at all times

* Respect and value the diversity and diverse perspectives of others
* Not discriminate, bully, harass or victimise anyone
* Act as role models for equality, diversity, and inclusion. Where needed, explain this policy and what it means for other employees or volunteers
* Report all forms of discrimination, bullying, harassment and victimisation and challenge them where appropriate
* Attend training to make sure they’re following best practice in equality, diversity, and inclusion in their work and workplace behaviours
* Assist in any related investigations and provide accurate, unbiased information

This Policy has been reviewed and approved by:

Chris Stevenson

Managing Director

CS Utility Contractors Ltd

Amended/Effective From: 16/06/2025

Reviewed Annually (Next June 2026)