



## **UK Gasket & Sealing Association Equal Opportunities Policy**

### **Introduction**

The Executive Committee of the UK Gasket & Sealing Association recognise that equality of opportunity is essential to the success of the organisation both in terms of the services we provide and employment practice, and embraces the following commitment:

*"The Executive Committee of the UK Gasket & Sealing Association will actively work to promote equality of opportunity, redress social exclusion and eliminate discrimination. Equality issues (including age, race, gender, disability and sexual orientation) will be addressed and mainstreamed into all work programmes."*

The Executive Committee of the UK Gasket & Sealing Association recognize the value of diversity, and that people with different backgrounds, skills, attitudes and experiences can bring fresh ideas and perceptions. The Executive Committee of the UK Gasket & Sealing Association encourage diversity to enhance service offering and foster an engaging and inclusive organisation.

### **Policy Aim**

1. The purpose of this policy is to provide a framework within which:
  - a) Services can be provided in a responsive, fair and appropriate manner to meet the needs of the staff and customers served through the services of the UK Gasket & Sealing Association
  - b) The talents and abilities of all sub-contractors are fully utilised
  - c) Project Teams can develop policies and practices appropriate to the services they provide
  - d) In addition to meeting organisational aims and objectives, this policy is intended to ensure that the Executive Committee of the UK Gasket & Sealing Association meet their legal obligations under Equal Pay, Sex Discrimination, Race Discrimination, and Disability Discrimination legislation and comply with the associated codes of practice.

### **Roles and Responsibilities**

2. To ensure that this policy operates effectively, it is important that the various roles and responsibilities are allocated and understood by all parts of the organisation, ie
  - a) Executive Committee  
To have a strategic and proactive role in ensuring that the general principles of this policy are incorporated into work-plans, that all sub-contractors are treated fairly and that decisions are based on merit.



- b) Secretariat  
To treat all sub- contractors on their merits.
- c) Sub-contractors  
To comply with the principles of this policy and to treat all colleagues with respect.
- d) Personnel Functions  
To provide advice and guidance and to monitor this policy.

#### **General Principles**

3. The Executive Committee of the UK Gasket & Sealing Association recognise that sub-contractors are its key asset and tapping into the widest possible source of talent will bring added value to the organisation and enhance its ability to service its Members.
4. The Executive Committee of the UK Gasket & Sealing Association are committed to ensuring that equality of opportunity is communicated to and understood by all sub-contractors and that all sub-contractors are treated on merit and feel valued.
5. The Executive Committee of the UK Gasket & Sealing Association have a duty of care to all sub-contractors and discrimination, victimisation or harassment of any kind will not therefore be tolerated.
6. The Executive Committee of the UK Gasket & Sealing Association will provide information to ensure that all of its sub-contractors are aware of the relevant legislation and their responsibilities.
7. The Executive Committee of the UK Gasket & Sealing Association will the composition of the workforce to ensure compliance with this policy and legal obligations.

#### **Review**

8. The operation of this policy will be kept under review to ensure its effectiveness.

Dated: 15 August 2023

Reviewed: 5 August 2024