



Equal Opportunities Policy

Purpose and Scope

The purpose of this policy statement is to set out the principles, which HA Rail will apply generally to all aspects of its business activities with regard to Equal Opportunities.

HA Rail is opposed to any form of discrimination on the grounds of race, colour, religion, gender, marital status, sexuality, disability, age and therefore seeks to ensure that its own policies and practices are non-discriminatory.

Legislation and Recognised Good Practice

The policy and practice of the Company require that all employees/contractors are afforded equal opportunities within employment and that entry into employment with the company and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each position. In all cases, ability to perform the job will be the primary consideration.

All employees have a duty to co-operate to ensure that this policy is effective to ensure equal opportunities and to prevent discrimination. Employees must not harass or intimidate other employees on the grounds of race or sex, disability or sexual orientation and must not victimise or retaliate against employees who make such allegations. Disciplinary action will be taken against any employee who breaches this policy and serious breaches will be treated as gross misconduct.

Codes of Practice

The company welcomes diversity amongst its employees and seeks to ensure that all candidates for employment are treated fairly, and that selection is based solely on the individual's abilities and qualifications. The recruitment process must result in the selection of the most suitable person for the job with regard to experience and qualifications.

Promotion

When considering candidates for promotion, care will be taken to consider those from all races and both sexes, where general ability and experience are the main requirements.

Employment

HA Rail will ensure that it offers equal opportunity to those applying for employment and those in employment.

Signed: 

Managing Director

Date: 29/03/2022