



SPACE  
SOLUTIONS

Space Solutions (Scotland) Ltd

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## Equality Policy

Version 3  
October 2018

Space Solutions (Scotland) Ltd is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, gender reassignment, marital status or civil partner status, race, ethnic or national origin, colour, nationality, disability, sexual orientation, age, religion or belief. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with dignity and respect. Selection for employment, promotion, training, redundancy or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- All members of staff are responsible for the success of this policy and must ensure that they familiarise themselves with the policy and act in accordance with its aims and objectives.
- The senior management team have overall responsibility for the effective operation of our Equality Policy and for ensuring compliance with the relevant statutory framework prohibiting discrimination.
- Breaches of our Equality Policy will be regarded as misconduct and could lead to disciplinary proceedings.

The Equality Policy will be constantly monitored to ensure that it is working and being applied consistently across the organisation



Mr Steve FC Judge  
Chairman