

Drax Power Station Equal Opportunities Policy

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1. Statement of Intent

Drax Power Station is committed to the principles of equal opportunity and ensuring there is no unfair discrimination against anyone in every aspect of work carried out in the company's name.

Following the Macpherson report that highlighted areas in which institutional racism were found in society, Drax has endeavoured to make sure this culture does not exist within the station.

It is our intention to fully comply with all law and legislation relating to equal opportunities. We do this both to protect power station and to ensure that the culture within the organisation is free from discrimination and bias.

The aim of our equal opportunities procedure is to ensure that no employee or job applicant receives less favourable treatment on any grounds, including sex, age, marital status, nationality, race, colour, religious beliefs, ethnic and national origins or sexual orientation, in addition, to not discriminating against employees or applicants on the grounds of a disability.

2. Main Principles

We will endeavour to ensure all activities at Drax are managed in a way that is free from bias. All personnel given the responsibility of staff appointments will be required to be fully aware of this policy and all its implications.

In addition to this a monitoring system will be set up to ensure we can gather and analyse all information to help improve such processes.

We do not tolerate any acts of unlawful discrimination, and any breaches of this policy will be taken very seriously.

3. Our Commitment

Drax Power Station is fully committed to equality in the workplace. We believe that our commitment to equal opportunities and diversity is pivotal to ensuring an extremely competent workforce.

4. Sex, Race and Age Discrimination

Direct discrimination is defined as treating a person less favourably than others are, or would be, treated in the same or similar circumstances due to the person's sex or race.

Indirect discrimination is when a requirement or condition is applied which, whether intentionally or not, adversely affects a considerably large proportion of one race, sex or age group than any other and cannot be justified on any grounds.

5. Disability Discrimination

Drax Power Station is fully compliant to the needs of all employees with disabilities as well as (where feasible) any potential employees.

Our commitment to equality means that Drax will never discriminate against employees, clients or applicants on the grounds of a disability

6. Legal Obligations

In the appliance of this policy Drax Power Station has taken into account the legislation and codes of practice of the: -

- Sex Discrimination Act 1975
- Race Relations Act 1976 (plus the amendments of 2000)
- Human Rights Act 1988
- Disability Discrimination Act

7. Our Aims in Employment

- All staff involved with recruitment, election and promotion have to adhere to the strict Equal Opportunity Policy that we run. In addition to this records of these activities are kept and monitored to ensure that all practices have been carried out in a fair and justifiable way, and to ensure we can continue to make improvements on our equal opportunities work.
- We are committed to creating a united atmosphere, where all employees are treated with dignity and respect. Harassment in the workplace is completely unacceptable and an issue that we take very seriously.
- Drax Power Station believes that all breaches of its Equal Opportunities Policy are completely unacceptable, and will not tolerate any instances of this. Due to this stance we are fully prepared to set in motion the relevant disciplinary procedure should there be reason to.

8. Our Aims in Providing Support

- In order to ensure the compliance of staff with our policy, a monitoring system has been set up to confirm that all our aims and objections relating to equal opportunities are being followed. The monitoring system also ensures the protection of both Drax Power Station and the staff that work within it.
- Any applicant who believes they have been treated in an unlawful way should contact the Personnel depart at Drax within 15 working days of the alleged incident. An unrelated member of the Personnel team will then conduct an internal investigation, and their ruling will be final. The individual will receive written notification of the outcome.

Employees wishing to raise a grievance should do so first by contacting their line manager. If the incident continues they should then make an appeal to the Personnel department. This will be dealt with in the same way as external grievances and the employee will be sent written confirmation.

9. Responsibility

We have designated the Business Services Manager to have overall responsibility for the Equal Opportunities Policy. This officer will ensure the policy is understood and implemented at all levels with Drax. Copies of this document will be available to all staff and the officer will arrange for the implications of the policy, and with the obligations which fall on the employees, to be properly explained to them.

We expect every employee to work in compliance with this policy. It is the responsibility of every individual to be aware of the policy and to act within it. Any instances in which we believe an employee has deliberately breached the policy will be dealt with very seriously.

10. Reviews of Policy

As part of our commitment to equality in the workplace, the whole policy will be reviewed regularly. We will also review aspects of the policy that are subject to change as necessary. If you have any concerns about this policy please feel free to contact the Personnel department.