



Equal Opportunities

Committed to promoting equality and valuing diversity

Policy Statement

Bishop & Levett Limited wish to help people fulfil their potential, to do this, we need to employ the best people and to create an atmosphere in which staff and learners alike can develop and grow. Valuing diversity and promoting equality is essential to achieve this.

Bishop & Levett Limited therefore aims to ensure that no staff member or learner experiences discrimination on the grounds of their race, disability, marital status, caring responsibilities, sexual orientation, age, religion, class, political affiliation or any other feature which is not relevant to their employment or training with the company. Harassment and bullying are not compatible with this policy and will not be tolerated. Our intention is that everyone should be treated with dignity and respect.

Procedure for Communicating with Non-English Speaking Personnel

With regard to the appointment of Contractors whose first language is not English, Bishop & Levett Limited shall ensure that the responsible person is able to communicate in both English and their native language so as to ensure that suitable and sufficient instruction, information and supervision is given in the interests of health, safety and welfare of all persons working on our projects.

Persons directly employed by Bishop & Levett Limited shall be assessed as to their capability of communicating effectively to our customers and management in English, for the purposes of carrying out their health and safety duties, prior to any appointment being made to join our Company.

In addition, and where appropriate, Bishop & Levett Limited shall provide translators to communicate our standards, expectations and limitations with regard to the health, safety and well-being of our employees whose first language is not English as well as provide instruction and information using pictograms to enhance the communication of written information.

Where required and appropriate, the Company shall initiate and manage a “buddy-system” so as to ensure their safety whilst working for the business on our behalf.

Bishop & Levett Limited will make this policy effective through training, monitoring appropriate activities and regular reviews. Details of which will be published to staff and learners through a variety of channels.

Bishop & Levett Limited directors are committed to supporting the company’s equality and diversity programme and have the ultimate responsibility for its implementation.

Sign & Print Name
Director