

Equality and Diversity Policy

1. Introduction

Coen Steel is committed to equality of opportunity in all its policies, practices and services. We aim to ensure that no Member, employee, consumer, or stakeholder experiences less favourable treatment on the grounds of gender, marital or family status, sexual orientation, religious belief, age, disability, race or membership of the Travelling Community, in terms of recruitment or employment. Equality of opportunity is an integral part of the Coen Steel's overall policy and relies on the contribution of management and staff in ensuring the overall effectiveness of the application of the policy. While equal opportunities are formally assigned as an integral part of the responsibility of management, all staff are encouraged to promote equality for all in the workplace.

2. Statement of Commitment

2.1 Equality

This policy seeks to ensure that Coen Steel:

- Is free from discrimination, sexual harassment, harassment or victimisation.
- Accommodates diversity and meets the needs that are specific to particular groups of customers.
- Makes reasonable accommodation for customers with disabilities; and
- Seeks to benefit all customers by promoting equality and implementing positive action where necessary.

2.2 Aims

Coen Steels Equality and Diversity Policy will work to ensure that everyone who interacts with the us is:

- Treated fairly and without discrimination throughout their dealings with Coen Steel.
- Treated equally in a healthy and safe environment free from hazards; and
- Treated with dignity and respect in a fair and consistent manner in an environment where inappropriate behaviour is not acceptable.
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2.3 Scope

This policy applies to:

- All employees, all applicants for employment, and all those who work on behalf of Coen Steel (e.g., contractors), and relates to all areas of employment practice including recruitment and selection, training and development, progression (including promotion), pay, employment conditions and retention.
- All service users, visitors, customers and clients of Coen Steel, and relates to all services provided by Coen Steel in its activities both internal and external.

3. Selection & Recruitment

3.1 Employment

Coen Steel is committed to equal opportunity of employment and all employment decisions will be based on merit, qualifications and abilities. Employee rights under the Employment Equality Act are guaranteed and no one will receive less favourable treatment than someone else because of their gender, civil status, family status, sexual orientation, religious belief, age, disability, race or membership of the Travelling Community. Coen Steel will ensure that the principles of employment equality are applied to recruitment, promotion, training, career development and to all terms and conditions of employment. Coen Steel will strive to achieve equality of opportunity by continuously monitoring its employment practices to ensure that it creates a positive working environment at all times.

3.2 Employment of people with disabilities

Under the Disability Act 2005 we are required to promote and support the employment of people with disabilities.

The Disability Act 2005 defines disability as: Disability, in relation to a person, means a substantial restriction in the capacity of the persons to carry on a profession, business or occupation in the State or to participate in social or cultural life in the state by reason of an enduring physical, sensory, mental health or intellectual impairment. In order to meet its legal responsibility Coen Steel collects data from staff on an annual basis. This information is used for statistical purposes only and all information is stored securely and confidentially. Employees have a legal right to see the information on record about their disability status and to seek to alter it if they believe it is no longer accurate, in line with Coen Steel's data protection policy.

4. TRAINING AND DEVELOPMENT

4.1 Training

A balanced participation by both men and women in the training opportunities open to them will be encouraged and extraneous factors will not influence training decisions.

4.2 Promotion

Coen Steel's promotion procedures will not discriminate on equality grounds detailed under the Employment Equality legislation. Management will ensure that all staff are aware of career/promotional opportunities by circulating details and posting them at obvious points throughout the organisation.

4.3 Grievances

The Employment Equality and Equal Status Acts provides protection for individuals who, in good faith, have acted in pursuance of a claim under any of those Acts. Coen Steel will treat all complaints by individuals with fairness and sensitivity and in as confidential a manner as possible.

5. MONITORING AND REVIEWING THIS POLICY

This Policy will be reviewed periodically to reflect legal standards, government policy and practice and will be ideally reviewed every year. The review will evaluate the effective operation of this policy and improve existing practices and procedures where inequalities have been found or alleged to exist.



Michael Curtin

COO

Reviewed: Sept 2023