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Equality and diversity policy

1. Policy Statement

Pro garden Projects are committed to promoting equality, diversity, and inclusion in all aspects of our business. We believe that a diverse and inclusive workplace is essential for our success and are dedicated to providing equal opportunities for all employees, regardless of their race, ethnicity, gender, age, disability, sexual orientation, religion, or any other characteristic protected by law.

2. Compliance with Equality Legislation

Our company acknowledges and adheres to the legal obligations set forth by the Equality Act 2010 and related legislation. We are committed to eliminating discrimination, promoting diversity, and creating an inclusive working environment for all employees.

3. Equal Opportunities

We will provide equal opportunities for recruitment, training, career development, and promotion to all employees based on their skills, qualifications, and performance, without discrimination on the basis of any protected characteristic.

4. Diversity and Inclusion

Our company values diversity and will strive to create an inclusive workplace where all employees feel respected, valued, and empowered to contribute to their full potential. We will promote a culture of respect and understanding among our employees and encourage the sharing of diverse perspectives.

5. Training and Awareness

We will provide training to our employees to raise awareness of equality and diversity issues, including unconscious bias, and to ensure that they understand the importance of creating an inclusive work environment. This training will be provided to all employees, including managers and supervisors.

6. Flexible Working

Our company recognizes the value of flexible working arrangements and will consider requests for flexible working to accommodate the diverse needs of our employees, where feasible and in accordance with business needs.

7. Harassment and Bullying

We will not tolerate any form of harassment, bullying, or victimization based on any protected characteristic. Our company will have clear procedures in place for reporting and addressing instances of harassment or discrimination.

8. Reasonable Adjustments

Our company is committed to making reasonable adjustments to support employees with disabilities, ensuring that they can perform their roles effectively and participate fully in the workplace.

9. Monitoring and Reporting

We will monitor the effectiveness of our equality and diversity policies and practices and will regularly review our workforce demographics to ensure that our employment practices are fair and inclusive. We will report on our progress in promoting equality and diversity within our organization.

10. Communication

We will communicate this policy to all employees and will ensure that it is readily accessible to all staff members. We will also make this policy available to external stakeholders, such as job applicants and customers.

11. Accountability

The management team of our company is ultimately responsible for ensuring the effective implementation of this policy and for providing the necessary resources to support our commitment to equality and diversity.

It is important that all employees understand and adhere to this policy. This policy will be communicated to all employees and made available for public access.