



SAFETY ADVICE DESIGNED TO KEEP YOUR STAFF SAFE AND YOUR BUSINESS COMPLIANT



## Equality and Diversity in the Workplace

Factors like race, gender, disability, age and work pattern may affect people's health and safety.

**Equality** is about ensuring everybody has an equal opportunity and is not treated differently or discriminated against because of their characteristics.

**Diversity** is about taking account of the differences between people and groups of people and placing a positive value on those differences. It is important to involve everyone when assessing risk and managing health and safety

### Main Points

Everyone has the right to be treated fairly at work and to be free of discrimination on grounds of the nine protected characteristics. This includes having equal access to advice they may need to help them do their job safely in the workplace:-

The Equality Act 2010 identifies nine 'protected characteristics' which are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

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## Discussion Points

### Diversity

- Diversity is about celebrating and valuing how different we all are. This is strongly linked with promoting human rights and freedoms, based on principles such as dignity and respect.
- Diversity is about recognising, valuing and taking account of people's different backgrounds, knowledge, skills, and experiences, and encouraging and using those differences to create a productive and effective workforce.
- Diversity is something that applies to everyone and should be part of everything we do. It is an important part of our work and not just a side issue. It requires everyone to play a full part. It is important to recognise that none of us fit neatly into separate 'packages' which can be neatly labelled or discriminated against.

Many employers have found that making adaptations to their working practices to accommodate a diverse workforce makes good business sense as well as helping them meet the requirements of equality legislation.

Health and Safety should never be used as a false excuse to justify discriminatory action.



## Talk to Atlas about Safety Management for your business

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