



# StatMap

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## Equal Opportunities Policy

### Policy Series

StatMap's eVO is a single enterprise technology platform for intranet and internet GIS, spatial analysis, data management, data creation, routing, editing, addressing, mapping, and INSPIRE services.



## **StatMap Ltd**

### **Equal Opportunities Policy**

**Date: April 2022**

The aim of this policy is to communicate the commitment of StatMap Ltd ('StatMap') to the promotion of equality of opportunity in the company.

It is StatMap's policy to provide equality of employment to all, irrespective of:

- gender, including gender reassignment;
- marital or civil partnership status;
- having or not having dependents;
- religious belief or political opinion;
- race (including colour, nationality, ethnic or national origin);
- disability;
- sexual orientation;
- age.

We are opposed to all forms of unlawful and unfair discrimination. All members of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection for office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

StatMap Ltd recognises that there is a statutory duty under the NI Act 1998, to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the group alike.

StatMap Ltd is committed to the principles and practice of Equality. StatMap Ltd values the diversity of people.

## **Equality commitments**

StatMap is committed to:

- promoting equality of opportunity for all persons;
- promoting a good and harmonious working environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated;
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation;
- fulfilling all our legal obligations under the equality legislation and associated codes of practice;
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate;
- breaches of our equal opportunities policy will be regarded as misconduct.

## **Implementation**

The directors of StatMap Ltd have specific responsibility for the effective implementation of this policy. We expect all employees to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy, StatMap shall:

- Communicate the policy to employees through appropriate training to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment;
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

## **Monitoring and review**

StatMap will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary.

## Complaints

Persons who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. A copy of these procedures is available from Magdalena Kolenda.

All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that persons who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

### **This policy has been approved & authorised by:**

**Name:** Magdalena Kolenda

**Position:** Director

**Date:** 6<sup>th</sup> April 2022

**Signature:**

