



# Equality & Diversity Policy

The purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, or age. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time, or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

The Company shall not discriminate against anyone who has a spent conviction under the Rehabilitation of Offenders Act 1974.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of discrimination, intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and may lead to disciplinary proceedings.
- To protect all staff from harassment by third parties when at their place of work.
- This policy is fully supported by senior management and will be monitored and reviewed on a regular basis.

**Gary McDermott**  
Managing Director

10/02/2023

**Date**

Status: Issued	Approved by: Managing Director	Page 1 of 1
----------------	--------------------------------	-------------