



ST4G-VDS

Equality, Diversity and Inclusion Policy

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We are committed to promoting an equal, diverse and inclusive environment in all areas of our work. We aim to create an environment where all individuals are treated fairly with dignity and respect and where differences are valued and celebrated.

We entirely oppose unlawful discrimination and/or harassment and take any appropriate action to ensure compliance with all relevant laws.

Purpose

The purpose of this policy is to;

Ensure that there are equal opportunities for all employees, service users and customers

Prevent discrimination and promote fairness

Create an inclusive working environment where everybody can contribute and succeed

Scope

This policy aligns with the Equality Act of 2010 in the UK and protects individuals from discrimination based on protected characteristics;

Age

Disability

Gender Reassignment

Marriage and civil partnership

Pregnancy and maternity

Race

Religion or belief

Sex

Sexual Orientation

Responsibilities

Senior Staff / Management;

Promote and implement this policy

Ensure fair decision-making processes

Address complaints or any non-conformance with this policy promptly

Employees;



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Treat others with respect

Follow this policy and report any concerns or non-conformities

Contribute to a fair and inclusive environment

Human Relations;

Provide guidance and training to keep all actions in conformance with this policy

Monitor equality data

Review policy effectiveness

Recruitment

Recruitment processes must be fair, transparent and based on merit

Job descriptions and job criteria will be non-discriminatory and inclusive

Reasonable adjustments will be made where required

Reasonable adjustments would be considered removal of barriers for individuals with disabilities or support for employees with specific needs

Harassment and Discrimination

We have a zero-tolerance approach to direct and indirect discrimination, harassment, bullying and victimisation. Any and all complaints will be taken seriously and investigated thoroughly.

Approved by: Sue Gowling

Date: 28th November 2024

Reviewed: 27th January 2026