

Stafford Long Company Policy Statement of Intent Equal Opportunities and Diversity

Purpose

Stafford Long is committed to equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work.

Statement

We believe that all members of staff at Stafford Long should be treated fairly in an environment that is free from any form of discrimination with regards to the nine protected characteristics as outlined by the Equality Act 2010, this includes:

- Age
- Sexual orientation
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race (including Nationality, ethnic or National origins)
- Religious beliefs or lack of
- Sex

We oppose all forms of unlawful and unfair discrimination on these grounds and others alike.

Our commitments

1. Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
2. We will take seriously claims of harassment or unlawful discrimination against fellow employees, suppliers or customers.
3. We will make opportunities for training, development and progress available to all staff, so everyone can reach their full potential and talents can be completely utilised which in-turn will maximise the efficiency of the company.
4. We will review employment practices and procedures when necessary to ensure fairness, and also update them and in line with changes to the law.
5. We will establish and maintain partnerships, networks and use suppliers that add value and promote inclusion.
6. Staff members are involved and included in decisions that affect them.

7. The minds of all staff are open to new ideas and different ways of working
8. Employees or future employees will be judged solely on their own merits when making employment, promotion or training decisions about them.
9. Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
10. We will take lawful affirmative or positive action, in our recruitment process where appropriate.
11. We will strive to work towards a staff profile that reflects the diversity of the communities we serve.

The commitments in this policy are fully supported by senior management and we expect all our employees to uphold the commitments to ensure we create the change we want to see with regards to equality and diversity at Stafford Long.

Measuring the impact/effectiveness of our commitments

The managing director has specific responsibility for the effective implementation of all parts of our Equality and Diversity policy. However, to aid this implementation we will also:

- Communicate the policy to all new employees upon joining
- Incorporate equal opportunities notices into general communication practices
- Have annual diversity training as a company
- Ensure that adequate resources are made available to fulfil our company commitments
- Establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy.
- Create a system where any employees who believe that they have suffered any form of discrimination, harassment or victimization can raise it quickly and confidentially.

We will regularly monitor our employee diversity breakdown and the participation of those at our events on the basis of race, gender, disability and age - if this is not representative we will take the appropriate action.