



Equality, Diversity and Inclusion Policy

JP Holdaway is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. Our company ethos is for each member of our team, including all employees and subcontractors to feel respected and to have equal opportunities for growth. We are dedicated to providing appropriate and unbiased support where necessary to achieve this.

JP Holdaway is also committed against unlawful discrimination of customers, clients or the public.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
2. In support of The Equality Act of 2010, not unlawfully discriminate because of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - pay and benefits

- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents/carers
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

Our **commitments**

JP Holdaway commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality,

diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Our **commitments**

JP Holdaway commits to:

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by senior management and all members of the company have opportunities to review this policy and must comply with it.

Jason Holdaway

J Holdaway

Director

January 2024

Document ID	Review Date	Revised by	Changes Made	Approved by	Next Review Date
Issue 1	Jan 24	JH, LR, DC		JH, LR	Jan 25 or Reactively
Rev 1					