

Equality and Diversity Policy Statement

2022-23

Introduction

Longworth are strong believers in treating all people the same. Equal opportunities relate to a legal framework, which makes it illegal to discriminate against someone because they belong to a particular group or protected characteristics.

Diversity is a broader concept that builds upon the progress made through equal opportunities. Everyone is different and diversity is about recognising, respecting and valuing the differences we each bring to the workplace. Equal opportunities and diversity work together by addressing the inequalities and barriers faced by people in under-represented groups by valuing, learning and benefiting from the diverse cultures in society and our employees.

Purpose

It is our policy that no employee or prospective employee will receive less favourable treatment or is disadvantaged by any circumstance, conditions or requirements that cannot be justified. As an employer committed to equality and diversity in all its practices Longworth recognises that groups and individuals are potentially discriminated against and will investigate any such instances and take appropriate action.

Every employee is entitled to expect equality of opportunity in all aspects of their employment including terms and conditions. Every potential employee is entitled to expect the recruitment process to be free of all unreasonable barriers. All employees of Longworth shall be made aware of this policy and expected to work within the lines of this policy.

Scope

The scope of this policy covers all Longworth business operations and all employees during and outside of normal working hours when representing the company.

Responsibility

As part of our code of conduct all Longworth employees are expected to behave professionally and respectfully and as such we expect:

- Every employee to comply with measures that are introduced to ensure equality opportunity and non-discrimination, including training.
- Those individuals responsible for other employees are not to discriminate when applying processes relating to the training, advancement, performance or other elements of management of employees.
- No employee shall induce, or attempt to induce other employees to discriminate.
- No employee shall prejudice any individual on the grounds that they have made a complaint or provided information about discrimination or harassment.
- No employee shall harass abuse or intimidate another employee on any grounds.
- For our employees to be able to come to work and not suffer harassment or abuse from anyone in relation to business activity
- Our supply chain partners to be made aware of our policy.
- All employees to speak up where any concerns over discrimination occur.

In the event of any instances of suspected or confirmed discrimination a company Director will investigate and take the appropriate action.



Paul Smith
Managing Director

Date: 1st December 2022

Scheduled Review Date: 30th November 2023