

Equality & Diversity

Barnsdales is committed to providing a working environment in which employees are able to realise their full potential and contribute to its business success by providing equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy, maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

Barnsdales also aims to provide a service that does not discriminate against its clients and customers, in the means by which they can access the services and goods supplied by Barnsdales. Barnsdales believes that all employees and clients are entitled to be treated with respect and dignity.

In order to create conditions in which this can be fostered, Barnsdales is committed to identifying and eliminating unlawful discriminatory practices, procedures, and attitudes throughout Barnsdales. Barnsdales expects all employees to support and act in the manner clearly stated by this commitment in order to ensure its success.

Specifically, Barnsdales aims to ensure that no employee or candidate is subject to unlawful discrimination, either directly or indirectly, on the grounds of gender, race (including colour, nationality, or ethnic origin), disability, sexual orientation, marital or civil partnership status, part-time status, age, religion or belief, pregnancy or maternity, or sexual orientation. This commitment applies to all aspects of employment, including:

- Recruitment and selection, including advertisements, job descriptions, interviews, and selection procedures.
- Training.
- Promotion and career development opportunities.
- Terms and conditions of employment, and access to employment-related benefits and facilities.
- Grievance handling and the application of disciplinary procedures; and
- Selection for redundancy.

Equal Opportunities practice is developing constantly as social attitudes and legislation change. Barnsdales will keep its policies under review and will implement changes where they could improve equality of opportunity. This commitment is applicable to all of Barnsdales 's employment policies and procedures, as well as those specifically connected with Equal Opportunities.

Definition of Discrimination

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably compared to others who are (or would be) in the same or similar circumstances. Such discriminatory differences are based on the grounds of race, sex, pregnancy, and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation and may be direct or indirect and include discrimination by perception and association.

Types of Discrimination

Direct Discrimination

Occurs when a person or a policy intentionally treats a person less favourably than another on the grounds of race, sex, pregnancy, maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age, or sexual orientation.

Indirect Discrimination

Indirect discrimination occurs when an organisation's policy, criterion or practice when applied has the effect of disadvantaging people who share certain protected characteristics.

Harassment

Harassment occurs when a person is subjected to unwanted conduct that has the purpose or effect of violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Victimisation

Victimisation occurs when a person is treated less favourably because they have brought or intend to bring proceedings, or they have given or intend to give evidence.

Discrimination, harassment, and victimisation are often complex matters, and there is no single way of dealing with every suspected or alleged instance. In some cases, employees may be able to deal satisfactorily with an issue by raising it with their immediate manager.

If an employee wishes to make a formal complaint, he or she should use Barnsdales's Grievance Procedure which is detailed in this Employee Handbook.

Barnsdales will treat seriously all allegations of unlawful discrimination, victimisation, or harassment, and if necessary, deal with this formally by invoking Barnsdales's Disciplinary Procedure.

Positive Action

'Positive action' means the steps that Barnsdales can take to encourage people from groups with different needs or with a past record of disadvantage or low participation, to apply for positions within Barnsdales.

If Barnsdales chooses to utilise positive action in recruitment, this will not be used to treat people with a protected characteristic more favourably, it will be used only in tie-break situations, when there are two candidates of equal merit applying for the same position.

Monitoring

Barnsdales will not tolerate unlawful discrimination, harassment, or victimisation of any kind in the working environment and will take positive action to prevent its occurrence.

To maintain its alignment, Barnsdales will monitor its policies and will implement changes in order to improve them as social attitudes and legislation change. This commitment applies to all of Barnsdales 's employment policies and procedures, which include this Equality and Diversity policy.

Reasonable Adjustments

Barnsdales has a duty to make reasonable adjustments to facilitate the employment of a disabled person.

If an employee has a disability and feels that any such adjustments could be made, they should refer to their line manager.

Signed: A handwritten signature in black ink, appearing to be "J. Barnsdale".

Name: JASON BARNSDALE

Date: NOV 2022