

## Equality and Diversity Policy

**Seiwright Brothers is committed to equality of opportunity in all its employment and service delivery practices, policies and procedures. To this end, within the framework of the law, we are committed wherever practicable to achieving and maintaining a workforce, whether direct employees or not, which broadly reflects the diversity of the areas within which we operate.**

In terms of Equality and inclusion, our key aims are to achieve:

- A workforce that reflects the diversity of the areas in which we work;
- Greater understanding amongst our service users and our people (whether agency, employees or consultants) of our goals and aspirations.

To achieve this, Seiwright Brothers will:

- Promote equality of opportunity for all people – no employee, potential employee or worker will receive less favourable treatment due to their race, creed, colour, nationality, ethnic origin, age, religion or similar belief, political or other opinion affiliation, connections with a national minority, property, birth or other status, gender, gender reassignment, sexual orientation, marital status, family connections, membership or non-membership of a trade union or disability;
- Work to eliminate unlawful discrimination;
- Promote good relations with people from different communities and social groups;
- Ensure that the resources necessary to take forward and deliver Seiwright Brother Ltd's equality agenda are secured;
- Become an exemplary employer, adopting best practice approaches in the recruitment, development and treatment of employees;
- Ensure that Seiwright Brother staff are equipped and supported in understanding, to the required level, their legal obligations and best practice in terms of delivering Equality and Inclusion outcomes;
- Measure the impact of its policies, strategies, plans, functions and projects and take steps to mitigate or eliminate any negative equality and diversity impact, as appropriate; and encourage a positive impact;
- Monitor and review performance against agreed action plans as appropriate in terms of service delivery and employment.

Seiwright Brothers Ltd has an Equality and Diversity Committee to monitor the way in which this Policy is put into practice and to recommend improvements. The Policy is subject to regular review as defined in the Equality and Diversity Procedure.

Mr A J Seiwright (Managing Director):



Date: 03/01/2020