



**“As an organisation Seddon embraces the values and differences of every individual and we expect equality to be a part of everyday working life”**

**Jonathan Seddon - Managing Director**

Seddon is committed to providing equal opportunities and fair treatment at all stages of employment (from recruitment to termination) and to avoid unlawful discrimination in the way it conducts its business.

No employee or applicant will be discriminated against on the grounds of race, sex, pregnancy and maternity, marriage or civil partnership status, gender reassignment, disability, religion or belief, age or sexual orientation.

It is the company's intention to develop a working environment/culture in which inappropriate behaviour such as victimisation, discrimination, harassment and bullying are known to be unacceptable and where every individual including Directors, managers and all staff can work effectively in an environment built on professionalism and respect.

**The aim of the policy is to ensure:**

- The respectful and dignified treatment of all employees, potential employees, subcontractor partners, customers and members of the public.
- Equality of opportunity and conditions for everyone.

[www.seddon.co.uk](http://www.seddon.co.uk)

We develop a workforce that reflects the diverse population we live and work in, by promoting diversity in all areas of our recruitment, training, service delivery and communication.

- We tackle discrimination, harassment and intimidation, and that our employees know their rights of protection.
- Our employees are encouraged to develop to their full potential irrespective of their race, sex, pregnancy and maternity, marriage or civil partnership status, gender reassignment, disability, religion or belief, age or sexual orientation.

Seddon is committed to fulfilling its legal and regulatory duties on equality and diversity, and welcomes all applicable legislation. In providing equal opportunities through all regulatory requirements relevant to our industry, including but not limited to;

- Human Rights Act 1998
- Equality Act 2010
- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976 (Amendment Act 2000 and 2003)

- Disability Discriminations Act 1995
- The Employment Equality (Sexual Orientation) Regulations 2000
- The Employment Equality (Religion or Belief) Regulations 2003
- CMI Partnerships Act 2004
- Disability Discrimination Act 2005
- Racial and Religious Hatred Act 2006

The Company will maintain and review, in accordance with current legislation, the employment records of all employees in order to monitor the policy.

The records will be reviewed at regular intervals to assess the effectiveness of the implementation of the policy. Consideration will be given, if necessary, to adjusting the policy to afford greater equality of opportunities to all staff and applicants.

J F Seddon  
**Managing Director**