



# Equality & Diversity Policy

Rydon



Fair for all

## Background

Rydon recognises the value of, and encourages the recruitment of, a diverse workforce. Wherever reasonably possible the Company aims to ensure that the workforce reflects the communities in which we work.

Rydon positively supports Equality and Diversity within the workplace and will take all reasonable steps to reduce the possibility of discrimination taking place.

Rydon strives to create a working environment, where people feel they are respected and valued and can achieve their potential regardless of age; disability; marriage and civil partnership status; pregnancy and maternity; race; religion or belief; gender, gender reassignment or sexual orientation. Rydon is committed to building an organisation that makes full use of people's talents, skills, experience, and different cultural perspectives in order to reflect the communities we serve. Rydon is committed to equal opportunity, both in the provision of services and in our role as an employer.

## Policy

Rydon is committed to providing equal opportunities in employment and to the elimination of unlawful or unfair, direct or indirect, discrimination. We value the differences that a diverse workforce brings to the organisation, and therefore aim to:

- Ensure no one receives less favourable treatment or is disadvantaged by conditions, requirements, provisions, criteria, procedures or practices that cannot be justified; nor is victimised for taking action against discrimination or harassment; nor is instructed or put under pressure to discriminate against, or harass someone.
- Ensure opportunities for employment, training and promotion are equally open to all, and that selection for employment, promotion, transfer and training,

and access to benefits, facilities and services, will be fair and equitable and based solely on merit.

- Eliminate all forms of discrimination and harassment in employment under the following Protected Characteristics:
  - Age;
  - Disability;
  - Gender Reassignment;
  - Marriage and Civil Partnerships;
  - Pregnancy and Maternity;
  - Race;
  - Religion or Belief;
  - Gender;
  - Sexual Orientation.
- Promote equality of opportunity and good relations.
- Value and promote differences within Rydon's workforce.
- Be proactive in complying with our legal duties and responsibilities.
- Improve the way we measure and monitor the workforce and potential workforce.
- Analyse the impact of our policies and procedures in employment by undertaking effective monitoring.
- We will commit to fulfilling our legal obligations as set out by all current legislation relating to equality and diversity in the workplace.

This will include, but will not be limited to the following:

- The Equality Act (2010)
- The Age Discrimination Act (2006)
- The Racial and Religious Hatred Bill (2005)
- The Gender Recognition Act (2004)
- The Employment Equality (Religious Belief)

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- Regulations (2003)
- The Employment Equality (Sexual Orientation) Regulations (2003)
- The Sex Discrimination (Gender Reassignment) Regulations (1999)
- The Disability Discrimination Acts (1995 and 2005)
- The Sex Discrimination Act (1975) and subsequent amendments
- The Race Relations Act (1976) and subsequent amendments
- The Equal Pay Act (1970) and subsequent amendments
- The Rehabilitation of Offenders Act 1974
- The Human Rights Act 1998
- The Part Time Employees (Prevention of Less Favourable Treatment) Regulations (2000)
- The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations (2002)

We believe that all our employees are responsible for the promotion and advancement of this policy and will provide them with the necessary training to understand their responsibilities encompassed in this policy.

We will provide and maintain, for all employees, a confidential facility for raising complaints or concerns regarding possible breaches or infringements of this policy. These will be investigated and dealt with

sensitively and expediently by our Human Resources department.

## Governance

Company policies are communicated, and available, via the Rydon Intranet and are referenced in a number of internal training programmes.

This policy must be strictly adhered to by every employee. Any breaches of this policy will be investigated and, where appropriate, disciplinary procedures will be applied.

Company policy is approved by the Group Board which is chaired by the Chief Executive. Each policy is reviewed at least annually to ensure that we respond to clients, business strategy, legislation and any standards or codes of practice determined by the market.

Oversight of the Equality and Diversity Policy is the responsibility of the Director of Human Resources.

*Signature(s) removed for security reasons:  
Signed copies available on request*

**Signed:** \_\_\_\_\_

**Lisa Fitzsimons**  
Group Human Resources Director

*Signature(s) removed for security reasons:  
Signed copies available on request*

**Signed:** \_\_\_\_\_

**Robert Bond**  
Group Chief Executive

**Dated:** March 2017