

1 STATEMENT

SRC Group is committed to developing, maintaining and supporting a culture of equality and diversity in employment in which staff are treated equitably, and where they can realise their potential whatever their age, race, colour, nationality, ethnic origin, creed, disability, sexual orientation, sex, gender identity, marital or civil partnership status, parental status, religion, belief or non-belief, social or economic class, employment status, or any other criteria that cannot be shown to be properly justifiable.

Equality of opportunity and inclusivity is fundamental to the vision and values of SRC Group's ethos. The principles of equality and diversity are at the heart of life and are supported by appropriate policies, procedures and good practice.

The Equality Act 2010 is the legislative source of this Equality Policy. The Act came into force on 1 October 2010 and replaced all previous equality legislation including the Race Relations (Amendment) Act. It protects individuals from unfair treatment and promotes a fair and more equal society.

The Act introduces the concept of 'protected characteristics' which are the grounds upon which discrimination is unlawful.

2 AIMS

The overall aim of the policy is to ensure that throughout their employment all employees of SRC Group are treated fairly and with dignity and respect. This policy operates in accordance with the Recruitment Policy with respect to job applicants.

SRC Group aims to:

- Foster an inclusive and welcoming environment across all areas of the Company
- Support and enable staff and students from all backgrounds to achieve their potential
- Meet the needs of a diverse community through responsive and appropriate provision
- Challenge discrimination and harassment supported by its policies and procedures
- Provide appropriate training and raise awareness of the policy

SRC Group will ensure that its policies, procedures and practices comply with current legislation.

3 RESPONSIBILITY

All members of staff are responsible for supporting the aims and spirit of the policy.

4 PROTECTED CHARACTERISTICS

AGE

SRC Group celebrates and values the diversity of staff of all ages and aims to ensure that all members of staff are treated fairly and with dignity and respect.

DISABILITY

The Equality Act 2010 provides protection against discrimination, harassment and victimisation on the grounds of disability. It has extended the Act by:

- Extending the definition to include indirect discrimination for people with a disability.
- A new protection for discrimination arising from disability has been introduced
- The duty to make reasonable adjustments for disabled people has been extended to when a disabled person experiences a 'substantial disadvantage'. The previous duty applied when it was 'impossible or unreasonably difficult for a disabled person to work, study or use a service'.
- The definition of disability is extended to cover people who have had a disability in the past
- Limitation on the use of health-related questions during staff recruitment and selection.

GENDER REASSIGNMENT

SRC Group celebrates and values the diversity of its staff and aims to ensure that all transgender members of staff are treated fairly and with dignity and respect.

MARRIAGE AND CIVIL PARTNERSHIP

SRC Group aims to ensure that all members of staff are treated fairly and with dignity and respect whether they are married, in a civil partnership or single.

PREGNANCY AND MATERNITY

We aim to provide an environment where members of staff are supported and treated fairly and with dignity and respect during pregnancy and maternity and while breastfeeding.

RACE

Race is one of the protected characteristics. It is unlawful for a person to discriminate on racial grounds against another person. Under the Equality Act, and where mentioned in this policy, race includes colour, nationality and ethnic or national origins.

RELIGION AND BELIEF AND NON-BELIEF

SRC Group values the diversity brought by its individual members and aims to create an environment where staff members with a religious belief or none are treated fairly and with dignity and respect.

SEX (GENDER)

The Equality Act 2010 makes it unlawful for an employer to discriminate against employees because of their sex. Sex discrimination against men is just as unlawful as sex discrimination against women. Also, it is unlawful for a woman to discriminate against another woman because of her sex, and for a man to discriminate against another man because of his sex.

SRC Group aims to ensure that all individuals do not face discrimination on grounds of their gender and in order to do so the company will:

- Eliminate unlawful discrimination and harassment
- Promote equality of opportunity between men and women.

- Eliminate unlawful discrimination and harassment for people who intend to undergo, are undergoing or have undergone gender reassignment.

SEXUAL ORIENTATION

The Company values the diversity of its employees and aims to ensure that all lesbian, gay and bisexual members of staff are treated fairly and with dignity and respect.

5 HARASSMENT AND BULLYING

SRC Group aims to provide a stimulating and supportive environment which will enable employees to fulfil their potential. All members of staff have an important role to play in creating an environment where harassment is unacceptable.

Employees who feel they are experiencing harassment or bullying in any form can contact the Human Resources Manager who offer a first point of contact to anyone who feels they are experiencing harassment. A full investigation will be implemented immediately.

6 IMPLEMENTATION AND MONITORING

SRC Group will provide equality and diversity training for all staff.

The effectiveness of the Policy will be monitored by measuring progress towards achieving equality objectives and the consideration of relevant monitoring data.

7 COMPLAINTS

Managers and Supervisors are responsible for dealing with complaints from employees under this policy with support from the HR Department and the Directors as appropriate.

Employees who believe they have not been treated equitably in accordance with the Equality and Diversity in Employment Policy should raise the matter with their line manager in the first instance.

If the complaint is against their line manager, staff should raise it with the Human Resources Manager. If this does not resolve the matter, the member of staff may make a complaint in accordance with the Grievance Procedure – the first step of which is to establish whether the complaint may be resolved informally.

No member of staff will be victimised for bringing a complaint under this policy. However, where a complaint is made maliciously and/or on knowingly false information, the complainant may be subject to the Disciplinary Procedure.