

## EQUALITY POLICY STATEMENT

The Equality Act for England, Scotland and Wales came into force in October 2010, bringing together over 100 laws on equality, with the aim of ensuring people are ALL treated fairly, whether male or female, disabled or non-disabled, young or old, whatever their ethnic minority, religious beliefs, or sexual orientations.

Public Bodies have special responsibilities under the Act which include an equality duty and Socio-economic duty, but most of the Act applies to all employers in England, Scotland and Wales, promoting the use of 'Positive Action' to ensure a diverse workforce with equal rights.

Sheehan Group considers itself to be an equal opportunities employer and will comply with the laws set out in the Equality Act 2010 by establishing a diverse workforce and considering equality at all levels of it's business plan, acting on any imbalance in the makeup of the workforce by the use of positive action when considered appropriate and lawful.

- Those employed by this Company to; recruit staff, manage staff, those carrying out staff appraisals, arranging or delivering training or responsible for promotions, will be made aware of the requirements of the Equality Act 2010 and will be responsible along with the Directors to implement the Company policy on equality.
- The Directors have appointed a senior member of staff with the duty to monitor the effectiveness of this policy on an annual basis and ensure the policy is reviewed as necessary throughout the year to ensure compliance with the Act's requirements, reporting to the Managing Director progress in the establishment of a diverse workforce and any positive action taken to achieve the aim of the policy.
- The Company considers any form of discrimination at any level of the organisation to be a serious offence and will take disciplinary action against any individual where there is evidence of direct, indirect or dual discrimination, abuse, harassment, bullying or victimisation.
- The senior manager appointed will communicate clearly to all staff the Company's equality policy, the relevant disciplinary and grievance procedures and the name and role of any other person appointed within the Company with equality responsibilities.
- The senior manager appointed will monitor all discrimination or inequality allegations, to ensure that they have been responded to adequately and fairly and in accordance with Company policy.
- The Company's wage structure will be set to ensure those carrying out the same jobs are equally paid for the work that they do.
- The Company will make reasonable adjustments at no cost to the individual to overcome physical and nonphysical barriers that make it difficult for the disabled employee to carry out their work and to ensure they feel fully integrated into the workplace.

Name Christopher Sheehan

Position Managing Director

Signature



Date 01/10/2024