



Equality and Diversity Policy

The purpose of this policy sets out Ekspan Limited's trading with the recognised abbreviation of "EKSPAN" commitment to promoting equal opportunities in employment.

For this purpose, EKSPAN have appointed Jordan Gerrard with overall responsibility for the implementation of the policy and any associated training needs.

Equality is enabling opportunity, access, participation and contribution on a fair and equal footing and ensuring that different groups are not disadvantaged.

Diversity is about the individual, understanding that each of us is different and making sure we respect and celebrate the variety of backgrounds, perspectives, values, and beliefs.

Diversity and equality issues impact everyone in EKSPAN. We are committed to removing barriers that might restrict people and we are proactively working towards positive change.

EKSPAN is committed to achieving diversity and equality of opportunity both as an employer and as a collaborative working partner. In practice this means doing what we can to positively promote equality and diversity across the delivery of services that we undertake and within our workforce and the workforces of our collaborative partners.

The message of **The Equality Act 2010** and its future amendments is that everyone has the right to be treated fairly. It places legislation around nine protected characteristics:

- age,
- disability (including mental ill health), gender reassignment,
- marriage and civil partnership, pregnancy and maternity, race,
- religion or belief, sex,
- sexual orientation.

In meeting our obligations under the Equality Act 2010 we will have due regard to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- take steps to meet the needs of people with protected characteristics that are different from the needs of others who do not share that protected characteristic; and encourage people with protected characteristics to participate in public life or in any other activity in which their participation is disproportionately low.
- make reasonable adjustment to maintain the services of an employee who becomes disabled, for example, training, provision of special equipment, reduced working hours.
- Give full and proper consideration to disabled people who apply for jobs, having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to be able to do the job

EKSPAN, pledge to uphold it's duty to promote equality of opportunity. No employee, agency worker, contractor or staff working with partner organisations will be unlawfully discriminated against and our services and procedures will be reflective and supportive of the diverse needs of all.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Additional information on employee rights can be found under Equal Opportunities section of the Staff Handbook or by contacting our HR Manager.



Our Approach

EKSPAN recognise the significant impact that our collaborative partners have on achieving our aims and objectives with regards to Equality and Diversity.

We will work with our partners to ensure that all project development, commissioning and tendering procedures support the following principles:

- Advancing equality of opportunity between people in target groups; and
- Ensuring the elimination of unlawful discrimination, harassment and victimisation

We will incorporate equality and anti-discrimination requirements in our tenders and will ensure any contractual arrangements include appropriate arrangements for identification of issues, baselines, monitoring and evaluation.

We will work with partners to ensure barriers to equality are being proactively tackled at delivery level.

Our Priorities

In delivering our equality and diversity policy we will;

- Integrate equality into everything we do and the work that everyone does on behalf of EKSPAN
- Assess the impact of equality as we develop our strategies, policies and programmes, and consider what actions, if any, may be appropriate to improve any identified adverse impacts;
- Monitor where possible our social, environmental and economic impact and the impact on equality as we implement our strategies, policies and programmes;
- Be open and transparent and publish all information regarding our equality and diversity within data protection constraints;
- Work in partnership with our collaborative partners to create new and better actions;
- Make consultation and engagement a cornerstone of developing new equality and diversity actions;
- Promote best practice

Responsibilities

The ultimate responsibility for our policy rests with the Ekspan Directors to ensure that there are systems in place to put this policy into practice on a day-to-day basis.

The Directors are responsible and accountable for the implementation of this policy and accompanying policies both inside and outside the organisation and for ensuring we fulfil our role in addressing diversity issues by promotion of this policy and delivering equality of opportunity.

The Directors will ensure that team members are aware of their responsibility to challenge any unfair discrimination for reasons covered by equalities legislation

Signed:

Max Angerer – Director

Date: 23/08/2023