

Proventure Consulting Limited

Equality Statement

Proventure Consulting Limited is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, nationality, national origin or ethnic origin. We oppose all forms of unlawful and unfair discrimination. We aim to meet the provisions of the Equality Act 2010 in our practices and services to clients.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. 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 full utilised to maximise the efficiency of the organisation. All services provided will comply with the provisions of the Equality Act 2010 and client's policies on Equality, Diversity and Inclusion.

Our commitment:

- To create an environment in which individual differences and the contributions of all staff are recognised and valued
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff
- Equality and diversity in the workplace is good management practice and makes sound business sense
- We will review all our employment practices and procedures to ensure fairness
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings
- This policy is fully supported by senior management and has been agreed with employee representatives
- The policy will be monitored and reviewed annually

All staff including new joiners will be given a copy of our equality policy and made aware of what it means for them as employees. Staff will be given periodic refresher training.

All staff that are being trained in recruitment, appraisal, selection for promotion, supervision, resource allocation, etc, will be made aware of the equality issues relating to those tasks.

New staff training and monitoring of the implementation of this policy will be the responsibility of the Company Secretary.

The company's overall policy on equality will be reviewed in January of each year by the Company Secretary and a staff representative, with a report to the Board on any actions to be taken.

Issuing Authority: **Stephen Cooley**
Managing Director

Signature:



Date: 25 January 2022

DEFINITIONS

Protected Characteristics: These are specifically identified characteristics under The Equality Act 2010 that it is unlawful to discriminate directly or indirectly against. Protected Characteristics are age, disability, sex (for the purposes of this policy this extends to gender identity including binary and non-binary identification), gender reassignment, pregnancy, maternity, race (including colour, nationality and ethnic or national origins), sexual orientation, religion or belief, marriage or in a civil partnership.

Unlawful Discrimination: relates to types of discrimination specifically identified under the Equality Act 2010 as unlawful. These are Direct; Indirect; Harassment; Associative; Perceptive; and Victimisation