

# Equality & Diversity

## Policy & Procedure



This Policy applies to all divisions of Stroma Developments Ltd. Including Stroma Building Control, Built Environment, Certification, Software and Specialist Access.

Stroma's Equality & Diversity Policy is subject to continuous monitoring and is amended as necessary. If you have any questions regarding this policy, please contact:

[HRSS@stroma.com](mailto:HRSS@stroma.com)

## Introduction

Stroma are committed to achieving equality for all, and values diversity as a business. Stroma will continuously strive to create a positive environment, representative of and responsive to different cultures and groups where everyone has an equal chance to succeed.

By assessing, recruiting and developing talent from the widest pool we can gain insight into different cultures and communities and generate greater creativity in supporting clients and employees alike.

We all have a responsibility to embrace and support this vision and must continue to challenge behaviour and attitudes that prevent us from achieving this. Using fair, objective and innovative practices our aim is to ensure that:

- All individuals are treated fairly and with respect at all stages of our interaction with them.
- All individuals have the right to be free from harassment and bullying of any description or any other unwanted behaviour whether based on sex, trans-gender status, marital status, civil partnership status, pregnancy, race, disability, age, political or religious belief or sexuality.

This policy extends to all those associated with Stroma Limited including employees, job applicants, clients and customers, irrespective of age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We value a diverse client base and the individuality and creativity that every employee can potentially bring to the workforce.

## Scope

Stroma seek to ensure that:

- We make every effort to ensure that the ethos of an open access culture is maintained.
- Applicants for employment are drawn from a wider pool with positive action to encourage applications from under-represented groups.
- Employee recruitment and promotion procedures are designed to eliminate discrimination.

## Understanding the Terms

The Equality and Human Rights Commission (EHRC) defines an equal society as one which:

***‘Protects and promotes the central and valuable freedoms and real opportunities of each person, securing human rights for all and ensuring that no-one is unfairly disadvantaged. In an equal society, central and valuable freedoms and real opportunities are not unconstrained but are limited by the need to guarantee the same freedoms and opportunities for all. In an equal society, institutions and individuals respect the diversity of people and their goals, address their different needs and situation, and remove the barriers that limit what people can do and can be’.*** Policy & Legislation Considerations

The Equality Act 2010 replaces and incorporates all existing anti-discrimination laws with a single act. Stroma’s policy and single equality scheme incorporates all nine strands of the Equality Bill. The equality scheme includes specific targets to achieve strategic outcomes.

**Age** - Age diversity within the workplace is promoted and valued through:

- Challenging age stereotyping
- Recognising the benefits of a mixed age community

**Disability** - The abilities of disabled people are recognised and valued at all levels through:

- Encouraging people to disclose their learning difficulties and/or disabilities
- Focusing on what people can do rather than what they cannot
- Challenging stereotypes about people with disabilities
- Making appropriate adjustments to help people with disabilities achieve their full career and learning potential.

**Gender and Gender Identity** - Women and men are fully and properly represented and supported at all levels in Stroma through;

- Challenging gender stereotypes
- Tackling gender segregation
- Supporting individuals in balancing their life at work and at home
- Supporting individuals who become pregnant and taking active steps to support them throughout their maternity period
- Tackle gender identity discrimination
- Promotes equality for lesbian, gay, bisexual and transgender employees
- Supports people who plan to undergo, are undergoing, or have undergone gender re-assignment and are protected against all forms of discrimination and harassment

**Marriage & Civil Partnership** – Stroma 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.

**Maternity & Pregnancy** – Stroma aims 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** - The racial and cultural diversity of our communities is represented at all levels through:

- Ensuring development opportunities are offered to all staff
- Promoting good relations between people of different racial groups
- By attracting and developing a workforce on a basis of merit

**Religion or Belief** - People are treated fairly in Stroma irrespective of their religious beliefs and practices or political opinions by:

- Recognising an individual's freedom of belief and right to protection from intolerance and persecution
- Providing a safe environment employees can raise issues and share differences.

**Sexual Orientation** - People are treated fairly in the workplace irrespective of their sexuality through:

- Respecting different lifestyles and gender identities
- Challenging negative stereotypical views.

## Responsibility

All employees are responsible for equality and diversity across the business ensuring their behaviours are aligned to our values and our policy and procedures.

All individuals within Stroma have a responsibility to comply with the Equality & Diversity Policy and have a positive attitude to ensure success. All Stroma partners are expected to hold the same responsibility and commitment.

All employees are legally obliged to:

- Act in an appropriate manner
- Report all incidents

All employees with Management responsibility have the responsibility to:

- Foster a workplace environment free of harassment
- Take appropriate action and intervene in cases where policy is breached.

All clients have a responsibility to:

- Cooperate and comply with any measures set out to improve or sustain the concept of equality and diversity including the reporting of bullying and harassment.

Breaches of Policy:

Any employees found to be in breach of the Equality and Diversity policy and/or relevant legislation will be dealt with through the formal disciplinary procedure.

Where an employee witnesses or is subjected to a breach of the Equality and Diversity policy, they should raise this immediately with their line manager and HR.

Where an employee wishes to raise concerns anonymously they should refer to the whistleblowing policy.