

EQUALITY, DIVERSITY & INCLUSION POLICY

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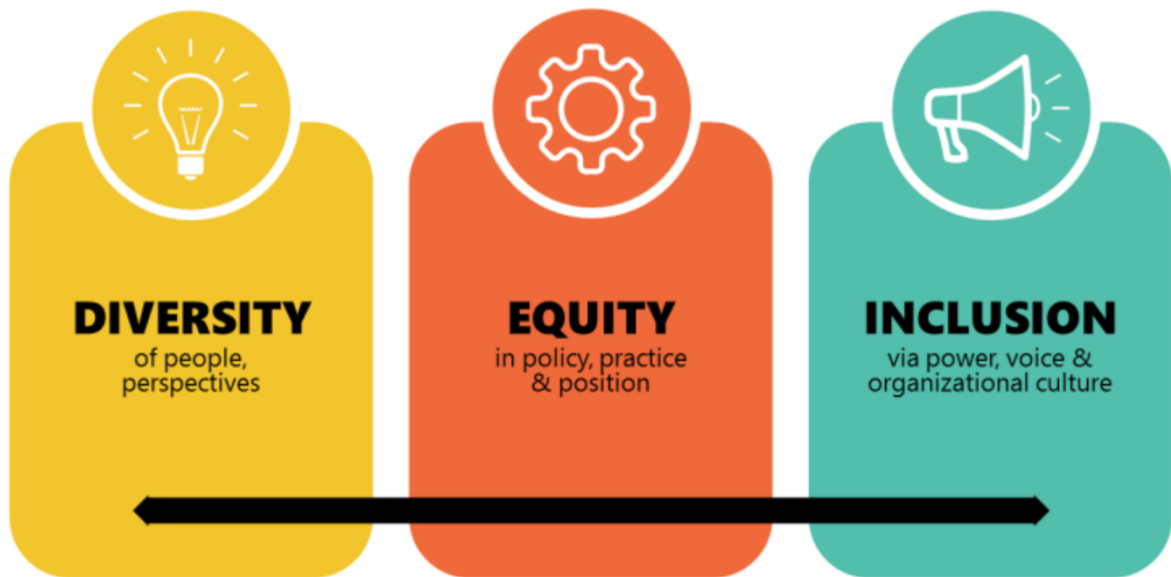
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INTRODUCTION

Field Support Services Group is committed to creating an inclusive and encouraging atmosphere throughout the whole workforce. Promoting diversity and eradicating discrimination in the workplace is in our best interests.

The Field Support Services Group is dedicated to eliminating illegal discrimination and promoting equality, diversity, and inclusion throughout our workforce.

The goal is for every employee to feel valued and empowered to perform to the best of their abilities and for our workforce to be genuinely representative of all facets of society and our clients.

In addition to offering facilities, services, and/or goods, the group is dedicated to preventing illegal discrimination against its clients or the general public.

SCOPE

All employees, whether full-time or part-time, under permanent or fixed-term contracts, as well as related parties like secondees, agency staff, contractors, and those working under a contract of service, are equally entitled to the rights and responsibilities outlined in this policy.

You are personally accountable for how this policy is applied. You are required to read and become acquainted with this policy as part of your employee induction, make sure that it is appropriately followed and comply with this statement.

DIVERSITY & INCLUSION STATEMENT

People with diverse backgrounds, viewpoints, and life experiences are essential to Field Support Services Group's operations. Regardless of their origin, we aim to find, nurture, and keep the most outstanding individuals and maximise their potential. Our values serve as the foundation for everything we do at Field Support Services Group, and we acknowledge that fulfilling our duty to make a difference is made easier by being an inclusive and diverse workplace.

Field Support Services Group's goal is to create a workplace where each person is treated fairly, consistently, and as an individual. By encouraging a culture of dignity and respect and vigorously combating prejudice, when it occurs, we operate in accordance with the spirit and the practice of the Equality Act 2010 (The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.) Field Support Services Group will eliminate needless obstacles for our team looking for opportunities through career planning, promotion, and training and development.

Field Support services Group will keep encouraging our managers, leaders, and staff to embody diversity and inclusion in their daily tasks, responsibilities, and positions.

FIELD SUPPORT SERVICES GROUP'S POLICY'S PURPOSE

This policy's purpose is to:

1. Ensure that everyone in our employment, whether temporary, part-time, or full-time, is treated with equity, justice, and respect.

2. Not engage in illegal discrimination due to the protected traits of the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

3. Avoid and oppose any illegal discrimination. This includes in:

- Pay and benefits
- Terms and conditions of employment
- Dealing with grievances and discipline
- Dismissal
- Redundancy
- Leave for parents
- Requests for flexible working
- Selection for employment, promotion, training or other developmental opportunities

EQUALITY AND DIVERSITY AT FIELD SUPPORT SERVICES GROUP

At Field Support Services Group, we believe that equality is removing obstacles, doing away with prejudice, and guaranteeing that every group has equal access to goods and services as well as employment possibilities.

We view diversity as a way to value each individual and celebrate their differences. Respecting the fact that each person is unique and has both obvious and invisible distinctions helps everyone feel appreciated for their efforts, which benefits both the individual and Field Support Services Group.

Field Support Services Group recognises that variety and equality are interdependent rather than interchangeable.

If differences are not respected and used to their full potential, equality of opportunity is unachievable.

OUR COMMITMENTS

Field Support Services Group commits to:

1. Promote diversity, inclusiveness, and equality in the workplace because these are good business practices.

2. Establish a workplace free from harassment, bullying, victimisation, and unlawful discrimination that upholds everyone's dignity and respect and where each employee's unique contributions are acknowledged.

Training managers and all other staff members on their rights and responsibilities under the equality, diversity, and inclusion policy is part of this commitment. Employees are expected to act in a way that supports the organization's efforts to promote equal employment opportunities and to prohibit bullying, harassment, victimisation, and illegal discrimination.

All employees should be aware that if they engage in bullying, harassment, victimisation, or unlawful discrimination against coworkers, clients, suppliers, or the general public while they are on the job, they and their company can be held liable.

3. Take seriously any allegations of unlawful discrimination, harassment, bullying, or victimisation made by coworkers, clients, vendors, customers, or the general public while the business is conducting its operations.

Under the company's grievance and/or disciplinary procedures, such actions will be considered inappropriate behaviour, and appropriate measures will be implemented. Serious complaints may be grounds for dismissal without cause and constitute gross misconduct.

Additionally, sexual harassment can be both a criminal and employment rights matter, as in the case of sexual assault claims. Furthermore, harassment is illegal under the Protection from Harassment Act of 1997, which does not just apply in situations when the harassment is related to a protected feature.

4. Provide all employees with training, development, and advancement opportunities so that their skills and resources can be completely utilised to maximise the company's efficiency. They will be supported and motivated to reach their maximum potential.

5. Make decisions about employees based on their qualifications (except from any necessary and restricted exceptions and exclusions permitted by the Equality Act).

6. In addition to updating the policy to reflect changes in the law, review employment practices and processes as needed to maintain fairness.

7. To promote equality, diversity, and inclusion as well as to fulfil the goals and commitments outlined in the equality, diversity, and inclusion policy, monitor the workforce's demographics, including age, sex, ethnic background, sexual orientation, religion or belief,

and disability.

Assessing the effectiveness of the equality, diversity, and inclusion policy and any accompanying action plan in practice, revisiting them annually, and thinking through and resolving concerns are all further aspects of monitoring.

WHEN DOES THIS POLICY APPLY

This policy covers all behaviour that occurs both within and outside of the workplace that is connected to your job (such as at meetings, social gatherings, and interactions with coworkers) or that could harm Field Support Services Group's reputation (such as posting opinions on social media that go against the promises made in this policy and could be associated with Monitor).

Specific areas of application are listed below, but not limited to:

a) Recruitment

Field Support Services Group will select employees based on their aptitude and ability. Field Support Services Group shall, if feasible, include the varied demographics of applicants in its hiring procedures in order to encourage elimination of unlawful discrimination.

b) Training

To support the advancement of the principles of this policy, additionally you may be obliged to take part in training and development exercises.

c) Promotion

All promotion decisions will be based solely on merit and won't be impacted by any of the previously mentioned protected characteristics. Promotional opportunities will be tracked to guarantee equal opportunities for everybody. When necessary, measures shall be taken to find and eliminate meritless or unnecessary obstacles to promotion.

d) During Employment

Regular reviews of the facilities, terms and conditions of employment, and benefits offered to Field Support Services Group personnel will guarantee that access is not unlawfully limited and that the right circumstances are in place to satisfy the specific needs of under-represented or disadvantaged groups.

REPORTING INAPPROPRIATE CONDUCT

If a team member believes that they or another individual has been subjected to conduct prohibited by this Policy, the team member is urged and expected to report the relevant facts promptly to their Line Manager or relevant department Higher Manager.

AGREEMENT TO FOLLOW THIS POLICY

Senior management is responsible for and fully supports the equality, diversity, and inclusion policy. Employees who ignore this policy and/or are discovered to have engaged in bullying, harassment, or discrimination are subject to appropriate disciplinary action, and may include termination.

OUR DISCIPLINARY AND GRIEVANCE PROCEDURES

Details of the organisation's grievance and disciplinary policies and procedures can be found in the Employee Relations Policy.

Use of the organisation's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

EQUALITY AND DIVERSITY DECLARATION

I agree to work to the required standards after having read and understood Field Support Services Group's Equality and Diversity Policy. While performing the tasks and obligations of my position at Field Support Services Group, I agree to treat all coworkers and visitors with dignity and respect, regardless of my background or current situation.

ANNEX A – TYPES OF DISCRIMINATION

This policy prohibits discrimination in a variety of forms. The main types are:

1) Direct Discrimination

It is considered direct discrimination when someone is treated less favourably than another due to a protected characteristic listed in this policy. For instance, denying a pregnant employee a promotion because she is about to take maternity leave would constitute blatant discrimination based on the employee's protected sex. Other direct discrimination forms include:

Associative Discrimination - When someone associates with someone who has a protected characteristic, that person is being directly discriminated against. For instance, a worker faces discrimination because of the disability of his or her son.

Perceptive Discrimination - An individual is being directly discriminated against because others believe they have a specific protected trait. For instance, when coworkers suspect someone of being gay. Even if a person doesn't truly have this characteristic, it applies.

2) Indirect Discrimination

Indirect discrimination is when an unjustified condition or requirement is applied that seems to apply to everyone but disproportionately negatively impacts one group of people. Even if there was no desire to discriminate, this is prejudice. Indirect racial discrimination could occur, for instance, if applicants who earned their degrees outside of the UK are disadvantaged by a requirement for UK-based credentials.

3) Victimisation

Victimisation is when an employee receives less favourable treatment than others as a result of asserting their legal rights against FIELD SUPPORT SERVICES GROUP or helping a coworker do so. Victimisation could happen, for instance, if an employee has a legitimate complaint against FIELD SUPPORT SERVICES GROUP and is demoted as a result.

4) Harassment

"Unwanted behaviour related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment for that individual" is what is referred to as harassment. It is crucial to keep in mind that the recipient's assessment of the harasser's actions, not their intention, determines whether harassment has taken place.



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