

EQUALITY & DIVERSITY POLICY



1. STATEMENT OF GENERAL POLICY

Loyal Reliance Services Ltd is committed to creating a culture in which diversity and equality of opportunity are promoted actively and in which unlawful discrimination is not tolerated. Loyal Reliance Services Ltd recognises the real business benefits of having a diverse community of staff and to this end, is working towards building and maintaining an environment which values diversity.

Loyal Reliance Services Ltd believes in the principles of social justice, acknowledges that discrimination affects people in complex ways and is committed to challenge all forms of inequality.

2. MANAGEMENT COMMITMENT TO QUALITY

To this end, Loyal reliance Services Ltd will aim to ensure that:

- individuals are treated fairly, with dignity and respect regardless of their age, marital status, disability, race, faith, gender, language, social/ economical background or being lesbian or gay and any other inappropriate distinction.
- it promotes an inclusive and supportive environment for staff.

Aims of the Policy and underpinning principles

The aim of this policy is to ensure that in carrying out its activities, Loyal Reliance Services Ltd will have due regard to:

- promoting equality of opportunity, across all the areas of the organisation
- promoting good relations between people of a diverse background
- eliminating unlawful discrimination
- This policy is guided by the following principles, that:
- all staff, should enjoy a safe environment free from discrimination and harassment/bullying.
- all employees should have equal access to quality services that are made available by Loyal Reliance Services Ltd
- all staff should have equal access to opportunities for personal, professional, or academic development and career, progression, and promotion opportunities wherever possible.

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3. ROLES & RESPONSIBILITIES

The Managing Director is responsible for ensuring the strategic development, implementation and review of the Equality and Diversity Policy and progress on the implementation across the organization.

The Managing Director is responsible for ensuring that procedures relating to staff recruitment, selection, career development discipline and grievance are carried out in accordance with the Equality and Diversity Policy.

The Managing Director is responsible for:

- fostering a culture in which compliance with this policy is regarded as integral to the work of the area and in which equality and diversity issues are actively promoted.
- ensuring all staff are encouraged, supported, and enabled to reach their full potential.
- identifying appropriate staff development for themselves and their staff to meet the needs of their respective areas.

All LRS Employees are responsible for:

Implementing this policy and its underpinned principles across all interaction with, and in the delivery of services to; all of Loyal Reliance Services Ltd's Clients, their respective clients and all associated stakeholders.

All Staff are to be informed of specific practices for each client, or those practices that cover holistically across sectors. Such an example would be *LRS – FORM – T010 Assistance Dogs Training Pamphlet*

Breach of the Policy

Loyal Reliance Services Ltd will take seriously any instances of non-adherence to the Equality and Diversity policy by staff. Any instances of non-adherence will be investigated and where appropriate will be considered under the relevant disciplinary policy.

Relevant Legislation

Loyal Reliance Services Ltd has implemented its Equality and Diversity Policy in accordance with current legislation and codes of practice including:

- EU Anti-Discrimination Directives (which currently include the Race Relations Act 1976 (Amendment) Regulations 2008, Religion and Belief (Amendment) Regulation 2007 and Sexual Orientation (Amendment) Regulation 2007
- Race Relations Amendment Act 2000
- Human Rights Act 1998
- Disability Discrimination Act 1995
- Race Relations Act 1976
- Sex Discrimination Act 1975
- Equal Pay Act 1970 and Amendment 1983

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4. COMMUNICATION AND REVIEW:

This policy is communicated to all stakeholders via published website, handbook and notice boards and on request.

We undertake to continually review of this policy within the framework of our Integrated Management Systems in our Management Review meetings and on as and when required basis with the overarching aim of conducting our activities in a manner, which does not affect the quality environment and health and safety of Loyal Reliance Services Limited.

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Signature 

Position: Compliance Director

Name John Dowler

Date: 18th March 2025

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