



## EQUALITY & DIVERSITY POLICY

**Aim:** It is the policy of Oden Services UK Ltd to provide equality and fairness for all in our employment and in the provision of services and not to discriminate on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

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- To create an environment in which individual differences and the contributions of all our employees are recognised and valued.
  - To create a working environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.
  - To ensure training, development and progression opportunities are available to all.
    - To promote equality in the workplace, which it believes is good management practice and makes sound business sense.
  - To regularly review all employment and volunteering practices and procedures to ensure that no job applicants, staff, trustees or volunteers are treated less favourably than others.
  - To regularly review services to ensure they are accessible and appropriate to all groups within society.
  - To treat breaches of the equality policy seriously and to take disciplinary action when required.
    - To provide information and training to all employees so that they are fully aware of the issues relating to Equality and Diversity and their responsibilities relating to it.
    - To ensure the policy is fully supported by the Director and Managers.
      - To monitor and review the policy annually.

Paul Seward  
Managing Director