

Equality and Diversity Policy Howard Fire Inspections Ltd

This policy should be read in conjunction with:

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

EQUALITY INFORMATION & OBJECTIVES

1. Purpose

Howard Fire Inspections Ltd is committed to promoting equality, diversity and inclusion throughout all areas of our business. We recognise the importance of treating all people fairly, with dignity and respect, and providing an environment that is free from unlawful discrimination, harassment, bullying and victimisation.

This policy sets out our commitment to complying with the Equality Act 2010 and other applicable UK legislation and guidance.

This policy should be read in conjunction with our other company policies and procedures relating to employment, health and safety, complaints, disciplinary matters and data protection.

2. Our Commitment

Howard Fire Inspections Ltd is committed to providing equal opportunities and to ensuring that people are treated fairly, regardless of their:

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



Howard Fire Inspections Ltd
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Company Number: 14815169 (England)
The Stables, Netherleigh Court, Little Witley, Worcester. WR6 6LL

We will not tolerate unlawful discrimination based on any protected characteristic. We will also seek to ensure that people are not unfairly disadvantaged because of their background, circumstances or any other irrelevant factor.

We recognise that people have different backgrounds, experiences, skills and perspectives and we value the contribution that diversity can make to our business.

3. Scope

This policy applies to everyone who works with or on behalf of **Howard Fire Inspections Ltd**, including:

Employees

Directors

Clients and customers

Visitors and other persons who may encounter our business

We expect anyone working on behalf of the company to conduct themselves in accordance with the principles set out in this policy.

4. Equality in Employment

Employment decisions will be based on relevant skills, qualifications, experience, competence, performance and business requirements.

We will seek to ensure that recruitment, selection, promotion, training, remuneration and other employment decisions are made fairly and without unlawful discrimination.

Employees will be given appropriate opportunities to develop their skills and experience and to undertake relevant training and professional development.



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5. Disability and Reasonable Adjustments

Howard Fire Inspections Ltd will consider reasonable adjustments for customers, clients or other persons accessing our services where we have a legal duty to do so and where reasonably practicable.

Requests for reasonable adjustments will be considered individually and objectively, taking account of the circumstances and the needs of the individual.

Signed: *D Howard*

Date: 18th August 2026

Name: Darren Howard

Review date: 18th August 2027



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