

SEXUAL ORIENTATION & GENDER REASSIGNMENT (LGBTQI+) POLICY

VERSION: MAY 2021



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BUILDING YOUR FUTURE

www.oneway.co.uk

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This policy applies to all those that have an employment relationship with One Way Resourcing Limited (**the Company/we**) i.e. our employees, job applicants, consultants, agency workers etc and also those that are engaged in working with us; as a client or candidate, a prospective client or candidate or, supplier or visitor. It sets out our approach to the avoidance of discrimination on the basis of sexual orientation and gender reassignment (both of which are protected characteristics under the Equality Act 2010).

If you are an employee of the Company, this policy does not form part of your contract of employment.

The Company is committed to promoting equal opportunities. No matter your relationship with our Company, you are under no obligation to disclose your sexual orientation or gender reassignment information. You will receive equal treatment from our Company and its staff regardless of your sexual orientation or gender reassignment whether or not you chose to disclose such.

If you feel you are being or have been discriminated against, bullied or harassed by someone at our Company because of your sexual orientation or gender reassignment we ask that you raise this matter with us in order for it to be dealt with effectively. If you are an employee, please refer to our Employee Handbook (our Equal Opportunities policy in particular) for more detail; any complaint should be raised in accordance with our Grievance and Anti-Harassment Policies. If you are a member of an external party, please contact Paul Payne, Managing Director. All matters raised will be dealt with utmost confidentiality and investigated as appropriate in a timely manner.

We will take a strict approach to any breaches of this policy by our staff, which will be dealt with in accordance with our Disciplinary Procedure. Cases of deliberate discrimination may amount to gross misconduct resulting in dismissal. There will be no victimisation or retaliation against those who complain about discrimination.

Our board of directors are responsible for the effective operation of this policy and for ensuring compliance with discrimination law. Its content and application will be reviewed on a regular basis.

Signed Date: May 2021



Duncan Bartlett
Operations Director