

Seanasol Research Equality and Diversity Policy

Last Reviewed: 17/12/ 2019

Next Review: 18/12/ 2020



Mission statement

Seanasol Research, C.I.C. is dedicated to encouraging a supportive and inclusive culture amongst the whole Company. It is within our best interest to promote diversity and eliminate discrimination in the workplace. Our aim is to ensure that all volunteers, prospective applicants, interns and collaborators are given equal opportunities and that our Company is representative of all sections of society. Each employee will be respected and a valuable asset to the Company.

Responsibility

Emmanuel Gonzalez-Escobar is responsible for ensuring that the Equality and Diversity policy is implemented across all aspects of our business strategy and operation. However, all team members and collaborators have a responsibility in their area to ensure that the aims and objectives of this policy are accordingly met.

Policy

This policy reinforces our commitment to providing equality and fairness to all in our workforce and not provide less favourable facilities or treatment on the grounds of age, disability (including learning, physical and hidden disabilities), gender and gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, and sexual orientation. We are opposed to all forms of discrimination.

All volunteers, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When Seanasol Research, C.I.C. selects candidates for volunteering, promotion, training, or any other benefit, it will be on the basis of the individual's aptitude and motivation.

All internal and external members of the Company will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our Company will be fully utilised, and we will maximise the efficiency of our performance.

Aims

We endeavour to:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a friendly and open working environment that promotes dignity and respect for every member of the team (internal and external).
- To not tolerate any form of intimidation, bullying, or harassment of any nature, including sexual harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all members of the Company.
- To promote equality in the workplace, which Seanasol Research believes is good management practice and fulfils our business strategy.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage members of the Company to treat everyone with dignity and respect.

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- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

Culture

- Seanasol Research will inform all current and prospective team members that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace.
- This policy will also be drawn to the attention of volunteers, funding agencies, stakeholders, customers, learners, and future team members.
- Where necessary, Seanasol Research will provide Equality and Diversity awareness training.
- We aim to create a positive and supportive working environment for everyone.
- Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

Signed

A handwritten signature in black ink is written over a horizontal line. The signature is stylized and appears to be "D. Smith".

Position

Chairman

Date

17/12/2019