

SEXUAL ORIENTATION & GENDER REASSIGNMENT (LGBTQI+) POLICY

VERSION: OCTOBER 2023



www.oneway.co.uk

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Sexual Orientation & Gender Reassignment (LGBTQI+) Policy

This policy applies to all those that have an employment relationship with One Way Resourcing Limited 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.

One Way is committed to promoting equal opportunities. No matter your relationship with One Way, you are under no obligation to disclose your sexual orientation or gender reassignment information. You will receive equal treatment from One Way and our employees 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 One Way 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 our Executive team via email Executive@oneway.co.uk. 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 employees, 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.

This policy will be monitored and reviewed annually.



Signed:.....

Paul Payne, Managing Director

Date: 12th October 2021

Last Reviewed: 2nd October 2023