



05/01/2026

Equality, Diversity & Inclusion Policy

Introduction

Sharp Skips is committed to the provision of equality for all, valuing diversity across all the dimensions of difference. This is set out in the company's Equality and Diversity Policy Statement.

In the furtherance of this objective, Sharp Skips has developed this Equality, Diversity and Inclusion Policy including procedures to be followed in implementing them, to ensure everyone who studies and works here does so free of discrimination.

This version of the document includes legislation on the nine 'protected characteristics.'

Vision, Aim and Approach

Our Vision

Sharp Skips is proactively committed to creating a stimulating teaching and learning environment that values diversity, fairness, mutual respect and inclusion. We are dedicated to realising the potential of our staff and we believe that diversity enriches our individual and collective experience, performance and achievement.

Our Aim

Sharp Skips aim is to set objectives, milestones and targets to:

- Develop diversity and inclusion as a widely recognised area of competitive strength.
- Effectively integrate and mainstream diversity and equality into our strategies, policies, learning environment and management practice.
- Continue to be at the forefront of the access and widening participation agenda.
- Create an inclusive environment where differences are celebrated and everyone is valued and respected.

The drive and commitment to diversity and equality at Sharp Skips will ensure that:

- We are adequately equipped to meet the diverse needs of staff.
- We create an inclusive environment that promotes dignity at work and mutual respect.

Sharp Skips is committed to equality of all staff. Equality of opportunity means that Sharp Skips are working as a collective ensuring no staff receives less favourable treatment on the basis of their 'protected

SHARP BROTHERS (SKIPS) LTD

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BANK DETAILS

Sharp Brothers (Skips) Ltd

SORT: 20-72-89

ACCOUNT NO.: 00278807

Barclays Barking Central Branch



REGISTERED WASTE CARRIER NO: CBDU64659 VAT REG NO: 756 4862 90

characteristics'. This means on the grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief (or no belief); sex; sexual orientation.

In complying with the Equality Act 2010, the company will:

- Promote good relations among its staff will create conditions which contribute to the full development and potential of everyone.
- Create a climate where staff are given confidence to challenge acts and behaviour which contravene the Company's Equality, Diversity & Inclusion Policy and the law.

Definitions

- Equality is about creating a fairer society where everyone can participate and has the same opportunity to fulfil their potential. Equality is backed by legislation designed to address unfair discrimination based on membership of a particular protected group.
- Diversity comprises of a mosaic of people from all walks of life, who bring a variety of backgrounds, styles, perspectives, values and beliefs as assets to all those with whom they interact.
- Inclusion is the complete acceptance and integration of all employees regardless of diversity background that proactively leads to a sense of belonging, engagement and full participation within and across the Company.

Legislation

The majority of the Equality Act provisions became law in October 2010. It replaces previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995) and ensures consistency in what public sector organisations need to do to make the workplace a fair environment and to comply with the law.

The Act is intended to simplify, strengthen and harmonise the current legislation and to provide the UK with a new discrimination law that protects individuals from unfair treatment and promotes a fair and more equal society.

The Act streamlines discrimination law, making it easier for people to understand their rights and responsibilities. In addition, the Act contains wide positive action provisions which offer special encouragement to those from disproportionately under-represented or otherwise disadvantaged groups.

The nine main pieces of legislation that have merged are:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Employment Equality (Age) Regulations 2006
- The Equality Act 2006, Part 2
- The Equality Act (Sexual Orientation) Regulations 2007

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The protected characteristics are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief (or no belief); sex; or sexual orientation.

Our Approach

We have adopted a comprehensive approach that seeks to embed equality, value the multiple dimensions of diversity and mainstream inclusion. This means that we are committed to ensuring that this agenda is fundamental to the development and delivery of our policies and effectively integrated into the very fabric of our professional practice and service delivery.

In accordance with the Equality Act, positive action may be used as a vehicle to address under-representation. All employees will be given access to staff development, and where appropriate additional development, to enable them to fulfil their potential and to progress within the organisation.

Publicity and Promotions Policies

Sharp Skips seeks to ensure that publicity and promotion practices encourage customers from under-represented groups. There is careful scrutiny of publicity and promotion materials and marketing related activities to ensure that brochures, advertisements, applications forms and display materials reflect the diversity of staff at Sharp Skips.

This means materials do not contain socially, racially biased or stereotypical terminology, information or illustrations which contravene this policy. It also includes a proactive approach towards marketing Sharp Skips to under-represented groups which is designed to enhance the overall image of the company as an institution with a determination to reflect.

Equality and Diversity for Staff

Sharp Skips is committed to equality of opportunity, valuing diversity and promoting inclusion. As a member of staff at Sharp Skips we ensure that no applicant for a post or existing employee receives less favourable treatment on the grounds of their protected characteristics.

Delivering an Inclusive Environment

Sharp Skips will provide an inclusive environment that promotes equality of opportunity, diversity and is free from unlawful discrimination, harassment or victimisation of any kind. This also includes bullying, harassment and unlawful behaviours towards trans members of staff (transphobia) and/or bisexual staff (biphobia).

All staff (including staff employed by agencies for contracted out services), will be made aware of behaviour which amounts to discrimination, harassment or victimisation and that such behaviours may result in disciplinary action and/or amount to a criminal offence.

The company will do this by:

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- Taking appropriate action against any member of staff who does not comply with the policy. Sharp Skips has engaged in disciplinary action against staff who have breached the Company's Equality, Diversity and Inclusion Policy and in some cases this has led to permanent removal from the Company.
- Ensuring Staff have access to comprehensive information to assist them in putting into practice and monitoring their responsibilities under the Equality, Diversity and Inclusion Policy.
- Striving to challenge behaviour which does not accord with the Company's Equality, Diversity and Inclusion Policy. Considering appropriate measures to overcome under- representation in particular jobs identified by the monitoring and impact assessment processes.
- Responding positively and competently when issues relating to equality, diversity and inclusion are discussed. Ensuring that all staff know how to raise complaints and that Sharp Skips provides a timely and sensitive response.

Responsibilities for Equality and Diversity

It is unlawful for anybody to discriminate on the grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief (or no belief); sex; or sexual orientation. This also includes discriminating against trans people (transphobia) and/or bisexuals (biphobia).

Leadership Forum

- To provide active visible leadership on equality, diversity and inclusion.
- To ensure that related aims and objectives of the Equality, Diversity and Inclusion

The Policy is effectively implemented.

- To ensure that all are aware of their individual and collective responsibility and accountability.
- To exhibit and role model Sharp Skips core Values.

Directors

- Take ownership of equality, diversity and inclusion by implementing the policy and its related action plan.
- To ensure staff understand equality, diversity and inclusion issues and how to report any perceived discrimination or unequal opportunity and that all training and development opportunities are allocated objectively, fairly and without discrimination.

Staff

- To practically demonstrate the core principles of equality, diversity and inclusion by treating others with dignity and respect.
- To effectively identify and challenge discriminatory behaviour and attitudes.
- To speak out and report if they witness or are a victim of any form of discrimination, bullying, unfair treatment or harassment.
- To maintain an awareness of equality legislation by attending staff development programmes.
- To exhibit the Sharp Skips core Values.
- To actively participate and contribute to creating an inclusive learning environment that values difference.

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Monitoring

Monitoring of the effectiveness of the policy will take place on an annual basis and a report of the results made available across the Company. The results will inform corporate decision making through the Directors.

Sharp Skips is committed to devising and implementing appropriate methods of monitoring and evaluation of the Company's Equality, Diversity and Inclusion Policy. Sharp Skips will produce statistical analysis which will help to identify and to diagnose problems. This will enable the monitoring of the effectiveness of the Company's Equality, Diversity and Inclusion Policy and identify actions that will make the implementation of the Policy more effective.

In order to provide essential statistical information, monitoring and evaluation will include:

- People making applications to Sharp Skips for employment will be requested and encouraged to indicate their ethnic origin, gender, age, sexual orientation, disability, religion and belief as perceived by themselves. This includes trans and bisexual applicants. The same applies to existing staff.

Protected Characteristics Definitions

Age

Where this is referred to, it refers to a person belonging to a particular age or range of ages

Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's disability to carry out normal day-to-day activities. This has extended to cover people who have had a disability in the past.

Gender reassignment

The process of transitioning from one gender to another. The definition of gender re-assignment has been extended to cover people who have proposed, started or completed a process to change their sex, but are not under medical supervision.

Marriage and civil partnership

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non- work context, protection

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against maternity discrimination is for six months after giving birth, and this includes treating a woman unfavourably because she is breastfeeding. After six months a breastfeeding mother is protected through the sex discrimination provisions in the Equality Act.

Race

Refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Religion and Belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect life choices or the way a person lives for it to be included in the definition.

Sex

A man or a woman.

Sexual Orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

This Policy is:

- Documented and reviewed
- Retained
- Communicated

Implementation

This Policy shall be effective immediately from the date of signature.

Review Date

This Policy will be reviewed annually but may be subject to change due to legislation or events before that time line in which case the relevant information will be included thereon

Signed *Terence Sharp*

Position Managing Director Date 05/01/2026

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