

Swallow Hill Homes Limited Equality, Diversity & Inclusion (EDI) Policy

1. Policy Statement

Swallow Hill Homes Limited is committed to achieving equality of opportunity, social inclusion, and parity of esteem in all areas of our work. We believe that a diverse workforce, representing the communities in which we operate, makes our organization more effective, innovative, and better equipped to meet the needs of our clients and customers.

We operate a zero-tolerance approach to discrimination, harassment, or victimisation of any kind. We strive to provide a working environment where every individual is treated with dignity and respect.

2. Scope

This policy applies to all employees, directors, subcontractors, agency workers, and job applicants. We also expect our clients, suppliers, and business partners to uphold these values when working with or on behalf of Swallow Hill Homes.

In compliance with the Equality Act 2010, Swallow Hill Homes prohibits discrimination on the grounds of any protected characteristic, including:

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

To fulfill these commitments, we will:

- **Recruitment & Promotion:** Ensure that all recruitment, selection, and promotion processes are fair, objective, and based solely on merit and ability.
- **Reasonable Adjustments:** Proactively identify and implement reasonable adjustments to remove barriers for employees or candidates with disabilities.
- **Training:** Provide ongoing training and development to all staff to raise awareness of EDI issues and ensure compliance with this policy.
- **Consultation:** Actively consult with our staff to ensure our working practices remain responsive to the needs of a diverse workforce.



Swallow Hill Homes Limited

9 Bletchley Close, Beeston, Nottinghamshire, NG9 2WR
office@swallowhillhomes.com

Swallow Hill Homes

4. Responsibilities

- **Directors:** Have the overall responsibility for the effectiveness of this policy, ensuring compliance with statutory duties and embedding an inclusive culture.
- **Managers:** Are responsible for implementing this policy within their teams, challenging unfairness, and ensuring that all staff are aware of their responsibilities.
- **Employees:** Are responsible for their own behavior, treating colleagues and others with respect, and challenging or reporting any discriminatory behavior they witness.

5. Complaint Resolution

We take any allegations of discrimination, harassment, or victimisation very seriously. Any employee who feels they have been treated less favorably should raise the matter through the company's grievance procedure. All complaints will be investigated thoroughly and handled with impartiality and confidentiality.

This policy will be reviewed annually by the Directors to ensure it remains relevant, effective, and compliant with current legislation and industry standards.

Signed: *R Bailey* (Director)

Date: 27/7/2026