

Equality Policy

Welcome to Footprint Solutions

Footprint Solutions Limited (Company Number 5753667). We are committed to embracing and encouraging equality and diversity in its working environment. We believe that actively promoting a professional culture that values difference, recognises different perspectives and appreciates different backgrounds and experiences enhances the workplace for everyone.

We are determined to pro-actively support this position and to confront, challenge and eliminate any discriminatory behaviour or practice.

We work with customers to ensure our products, services and consultancy are fully consistent with The Equality Act 2010. This policy will explain our approach to equality within our business and then separately sets out our position when working with clients.

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous UK anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. The characteristics that are protected within this Act are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Act also prohibits direct discrimination (including because of a combination of two relevant protected characteristics), discrimination arising from disability, indirect discrimination, harassment and victimisation. The Act also makes it unlawful to discriminate against, harass or victimise a person when providing a service.

Footprint Solutions Employees

Every Footprint Solutions employee is entitled to a working environment that promotes dignity, equality and respect for all. Footprint Solutions will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, contractor, job applicant or visitor because of a protected characteristic:

- sex
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including ethnic origin, colour, nationality and national origin)
- disability
- sexual orientation
- religion and or belief
- age

Discrimination on the basis of work pattern (part-time working, fixed term contract, flexible working) which is unjustifiable will also not be tolerated. All employees will be encouraged to develop their skills and fulfil their potential and to take advantage of training, development and progression opportunities in Footprint Solutions.

Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude, application to that work and ability.

No form of intimidation, bullying or harassment will be tolerated. If you believe that you may have suffered discrimination because of any of the above, protected characteristics, you should raise the matter to one of the Footprint Solutions Directors.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated appropriately, considering the gravity, impact, seriousness and timing of a breach. Footprint Solutions will ensure that individuals who make such allegations will not be victimised or treated less favourably as a result.

This policy applies to all conduct in the workplace and also to conduct outside of the workplace that is related to your work (e.g. at meetings, social events and social interactions with colleagues) or which may impact on Footprint Solutions Public Relations and / or reputation (e.g. the expression of views on social media and other online forums, contrary to the commitments expressed in this policy, that could be linked to Footprint Solutions).

Footprint Solutions Clients, Customers and Contractors

We have made every effort with industry experts and advisors to design our products and services in a way that is both consistent with and supportive of the Equality Act 2010. Whilst we are confident that this is the case, we need to be clear that the application of the Footprint Solutions products and services into a client's business is their responsibility.

Clients who use our products and services are responsible for ensuring that our operating practices are consistent with theirs and they are fully responsible for the application of our products and services into their business environment. We are committed to supporting customers and companies working with us, to delivering the principles and values of the Equality Act 2010. If we have acted in a way that you think may be inconsistent with these values, principles or statutes, please inform us at the earliest opportunity and we will review any issues arising as a matter of urgency.

Online Equality

As a technology business, Footprint Solutions is committed to developing a range of services that address, highlight and support online equality, equal online accessibility and issues that translate from real-world equality into online equality challenges.

We recognise that we are at the start of our journey to debate, discuss and raise awareness of these issues and welcome any observations, questions or comments about online equality. For more information on these issues, our work to engage with matters or to ask a question, please contact us via our website contact form.