



COMPANY POLICY

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

This policy sets out the commitment of ATKINSONS (NE) Limited to fair treatment for employees, job applicants and customers.

REFERENCE

ATK-POL-05

VERSION

1.0

ISSUED

26 September 2026

NEXT REVIEW

26 September 2027

1. STATEMENT OF INTENT

ATKINSONS is committed to treating everyone fairly and with respect: employees, apprentices, job applicants, customers and anyone we work alongside.

2. PROTECTED CHARACTERISTICS

We do not discriminate on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, in line with the Equality Act 2010.

3. EMPLOYMENT

Recruitment, training, pay, promotion and other decisions are based on ability, qualifications and performance.

Bullying, harassment and victimisation are not tolerated and are dealt with under our disciplinary procedure.

Reasonable adjustments are made for employees and applicants who need them.

4. CUSTOMERS

We make reasonable adjustments for customers who need them, including extra time, clear explanations and involving a family member or carer where the customer wishes.

5. REVIEW

This policy is reviewed at least annually.

SIGNED	Dale Atkinson, Managing Director
FOR	ATKINSONS (NE) Limited
ADOPTED	26 September 2026
NEXT REVIEW	26 September 2027

ATK-POL-05 · Version 1.0. This policy is reviewed at least annually. Uncontrolled when printed. The current version is always at atkinsonsgroup.co.uk/policies.