

## Equal Opportunities & Harassment Policy

Southern Green Ltd is committed to providing equal opportunities and a safe working environment, and we are aware of our obligations under the Equality Act 2010 and Worker Protection (Amendment of Equality Act 2010) Act 2023 in relation to equal opportunities and harassment. We aim to promote an environment that is free from all forms of unlawful or unfair discrimination, unwanted conduct, victimisation, harassment and sexual harassment, and we value and encourage diversity in our workforce. As an employer, we are proactive in and committed to offering support and making reasonable adjustments to allow full participation and inclusion. We will take reasonable steps to ensure that nobody whilst at work suffers any form of unwanted behaviour, conduct or harassment in any form, from colleagues, clients, sub-consultants or third parties.

Southern Green is registered practice of the Landscape Institute, and the eleven rules within the Landscape Institute Code of Practice set out the standards of professional conduct expected of all members of the Landscape Institute, irrespective of grade or membership level. Rule 2 states that we *"must deliver landscape services in a manner consistent with the principles of equity, diversity and inclusion, and must not unlawfully discriminate against others"*.

When offering new employment opportunities, we welcome applications from all backgrounds and all sections of the community. We will ensure that:

- Job descriptions and associated conditions relate to the particular job, define the qualifications, experience and other skills required in the post, and only include those factors which are necessary and justifiable on objective criteria for the satisfactory performance of the job
- All applicants are treated equally and fairly throughout the recruitment and selection process
- All decisions are made on merit and in line with the job and the skills required for the vacancy

And when you become employed, we aim to ensure:

- A fair, transparent and equal chance in learning and development and terms and conditions of service
- A working environment that is free from discrimination, bullying, harassment and victimisation and where all complaints are promptly investigated and dealt with
- A working environment where a person's identity and culture is valued and respected

We will take steps to ensure that no person working within the practice will receive less favourable treatment (direct discrimination), be disadvantaged by unfair requirements (indirect discrimination), or suffer any victimisation or harassment on the grounds of their:

1. Age
2. Disability (which means someone with a physical or mental impairment which has a long term and substantial adverse effect in their ability to carry out normal day-to-day activities)
3. Gender reassignment, which covers any person who is proposing to undergo, is undergoing, or has undergone a process for the purpose of reassigning their sex by changing physiological or other attributes of sex)
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race (including colour, nationality, ethnic or national origin)
7. Religion, belief or non-belief
8. Sex
9. Sexual orientation

We seek to ensure that all those who work for us to develop their full potential and the talents and resources of the workforce are fully utilised. We will take positive steps to ensure that the policy is known to all employees, potential employees and organisations that we work with. We will also ensure that equal opportunity and anti-harassment is embedded in all our policies, procedures, day to day practices and external relationships.

**Simon Green**  
Director

**Ros Southern**  
Director

**Liam Haggarty**  
Director