

Confined Space Group Ltd

Equality, Diversity & Inclusion Policy



1. Purpose

Confined Space Group Ltd is committed to providing a workplace where everyone is treated with dignity, fairness and respect. We recognise that a diverse workforce strengthens our organisation and enhances the quality of the services we deliver. This policy sets out our commitment to equality, diversity and inclusion (EDI) in line with current UK legislation and the updated 2026 EHRC Code of Practice.

2. Legal & Regulatory Compliance

This policy complies with the following legislation and statutory guidance:

- **Equality Act 2010** – covering all nine protected characteristics.
- **Updated EHRC Code of Practice (2026)** – reflecting major updates in case law, including the Supreme Court clarification that “sex” refers to biological sex, while gender reassignment remains a protected characteristic
- **Employment Rights Act 2025–2027** – including strengthened harassment duties requiring employers to take **all reasonable steps** to prevent workplace sexual harassment and introducing liability for third-party harassment from October 2026.
- Health and Safety at Work etc. Act 1974 – ensuring a safe and respectful working environment.
- Human Rights Act 1998 – supporting dignity, fairness and respect.

3. Policy Statement

Confined Space Group Ltd is committed to:

- Providing **equal opportunities** in all aspects of employment.
- Eliminating unlawful discrimination, harassment and victimisation.
- Promoting a culture where diversity is valued and inclusion is embedded in everyday practice.
- Ensuring compliance with the strengthened 2026 harassment prevention duties and updated EHRC guidance.

No individual will be treated less favourably because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

As Confined Space Group Ltd undertakes safety-critical operations, all individuals representing the company will be selected, assessed and deployed strictly on the basis of merit, competence and their capability to carry out the work safely.

Decisions will never be influenced by protected characteristics. Our focus is ensuring that every person undertaking safety-critical duties is trained, competent and able to perform the role to the required safety standards.

4. Key Principles

4.1 Equal Opportunities

- All employment decisions will be based on merit, skills and objective criteria.
- We will take all reasonable steps to prevent harassment, including sexual harassment, in line with the 2026 legal duty
- Third-party harassment will be addressed proactively and investigated in accordance with the new statutory requirements.

4.2 Diversity

- We value the unique contributions of all employees and recognise the benefits of a diverse workforce.
- We will ensure our policies, procedures and working practices do not disadvantage any group.

4.3 Inclusion

- We aim to create a workplace where everyone feels respected, supported and able to contribute fully.
- Reasonable adjustments will be provided for disabled employees in line with updated EHRC guidance on disability definitions

5. Responsibilities

5.1 Employer Responsibilities

Confined Space Group Ltd will:

- Promote equality, diversity and inclusion across all operations.
- Ensure compliance with the Equality Act 2010 and the updated 2026 EHRC Code of Practice.
- Provide training on EDI, harassment prevention and inclusive behaviours.
- Take prompt and proportionate action against discrimination, harassment or victimisation.
- Publish equality action plans where required under the Employment Rights Act reforms for larger employers (inferred from 2026 updates)

5.2 Employee & Associate Responsibilities

All personnel must:

- Treat colleagues, clients and visitors with dignity and respect.
- Not engage in discriminatory behaviour, harassment or victimisation.
- Report concerns or incidents promptly.
- Support the company's commitment to equality and inclusion.

6. Implementation

6.1 Recruitment & Selection

- Recruitment processes will be fair, transparent and free from bias.
- Job adverts will use inclusive language and be accessible to all.
- Selection decisions will be based solely on skills, qualifications and experience.

6.2 Training & Development

- All employees will receive training on equality, diversity, inclusion and harassment prevention.
- Access to training and development opportunities will be equitable and monitored.

6.3 Monitoring & Review

- EDI practices will be monitored regularly to ensure effectiveness.
- Data and feedback will be used to identify improvements.
- The policy will be reviewed in line with legislative changes, including future updates to the EHRC Code.

7. Reporting Concerns

Employees who believe they have experienced or witnessed discrimination, harassment or victimisation should report their concerns. Confined Space Group Ltd will:

1. Treat all complaints seriously and confidentially.
2. Investigate concerns promptly, impartially and in line with the strengthened 2026 harassment duties.
3. Take appropriate action where complaints are upheld.
4. Protect individuals from retaliation or victimisation for raising concerns.

8. Commitment to Continuous Improvement

Confined Space Group Ltd will continue to strengthen its approach to equality, diversity and inclusion by:

- Reviewing policies in line with new legislation and case law.
- Engaging with employees to understand barriers and opportunities.
- Embedding inclusive practices across all operational activities.

Authorisation

Policy adopted and agreed for Confined Space Group Ltd:

Tony Bowman

Managing Director

Date: 1st June 2026

Signed: *Tony Bowman*

CONFINED SPACE GROUP

— EXCELLENCE THROUGH EXPERIENCE —