

AFSSA™

Annual Floor Safety Standard Assurance

EQUALITY, DIVERSITY & INCLUSION POLICY

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Document Owner	Sonny Webb, Founder & Lead Assessor
Approved By	Sonny Webb, AFSSA
Status	Active

1. Purpose

This Equality, Diversity and Inclusion Policy sets out AFSSA's commitment to promoting equality, valuing diversity and ensuring that all individuals are treated fairly and with respect in connection with AFSSA's work.

AFSSA is committed to complying with the Equality Act 2010 and to promoting a culture of inclusion in all aspects of its business.

2. Scope

This policy applies to all individuals working for or on behalf of AFSSA, including the Founder, assessors and associates. It also applies to the way in which AFSSA interacts with clients, site users and members of the public in connection with its assessment and assurance services.

3. Policy Statement

AFSSA is committed to:

- Treating all individuals with dignity, respect and fairness regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation
- Providing equal access to AFSSA's services regardless of the characteristics of the client or the individuals present at assessed premises
- Not discriminating, harassing or victimising any individual in connection with AFSSA's work
- Taking reasonable steps to ensure that AFSSA's services and communications are accessible and inclusive

- Fostering a positive and respectful working environment for all those associated with AFSSA

4. Protected Characteristics

The Equality Act 2010 protects individuals from discrimination on the basis of the following characteristics:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

AFSSA will not discriminate against any individual on the basis of any of these characteristics in its operations, services or conduct.

5. Accessible Services

AFSSA will take reasonable steps to ensure that its services are accessible to all clients. This includes:

- Communicating clearly and in plain language in all client-facing documentation
- Being responsive to reasonable requests for adjustments to the delivery of AFSSA services
- Treating all clients and their premises with equal professionalism and care regardless of location, sector or client background

6. Conduct on Site

AFSSA assessors must treat all individuals encountered during site visits with respect and without discrimination. This includes:

- Communicating respectfully with all site users, staff and representatives
- Not making assumptions about individuals based on any protected characteristic
- Being sensitive to cultural, religious or other individual differences when working in diverse environments

7. Reporting Concerns

Any individual who believes they have experienced or witnessed discrimination, harassment or unfair treatment in connection with AFSSA should report this to the Founder. All concerns will be taken seriously and investigated appropriately.

8. Review

This policy will be reviewed annually or following any material change in equality legislation or AFSSA's operations.

9. Related Documents

- Code of Conduct
- Safeguarding Policy
- Complaints Procedure

10. Document Control

Policy Owner	Sonny Webb, Founder & Lead Assessor, AFSSA
Review Frequency	Annual, or following material change to the business or framework
Next Review Due	June 2026
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Distribution	Available to clients, assessors and relevant parties on request