Equality and Equal Opportunities Policy

1. Purpose and scope

NRP is committed to equal opportunities, dignity and respect. This policy applies to employees, workers, self-employed contractor and sub-contractors, and relevant applicants and former contractors. It covers assignments, remote work, work-related travel, events and communications. Everyone must treat colleagues, agency and hirer staff, customers, patients, pupils and the public respectfully.

2. Equal treatment and prohibited conduct

NRP will comply with the Equality Act 2010. Its nine protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origins), religion or belief, sex and sexual orientation.

We prohibit unlawful direct and indirect discrimination, discrimination arising from disability, failure to make reasonable adjustments, harassment, sexual harassment and victimisation. This includes relevant discrimination based on association with another person or a perceived characteristic. Pregnancy and maternity have specific protection against unfavourable treatment; the legal tests and exceptions differ between characteristics.

Harassment is unwanted conduct related to a relevant protected characteristic, or unwanted conduct of a sexual nature, that has the purpose or effect of violating dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. Less favourable treatment for rejecting or submitting to sexual harassment is also prohibited. Bullying and degrading conduct are unacceptable even where they do not meet a statutory definition.

Victimisation means subjecting someone to a detriment because they have done, or are believed to have done or may do, a protected act, such as raising or supporting an Equality Act complaint or giving evidence. An unproven or mistaken complaint is not automatically unprotected; false allegations or evidence given in bad faith are not protected acts.

3. Fair decisions and reasonable adjustments

NRP will use objective, relevant criteria for onboarding, assignment access, pay, benefits, training, conduct decisions and ending engagements. We will not implement discriminatory agency or hirer requests. Any proposed lawful exception, occupational requirement or positive action must be checked by NRP Compliance before use.

Tell NRP if you need adjustments for disability. We will discuss barriers and make reasonable adjustments where required, including to recruitment, communications, equipment, working arrangements and procedures. We will coordinate with the agency and hirer without transferring our own responsibilities to them. Adjustments will not be charged to the individual. Requests for changed working arrangements will be considered fairly, alongside any applicable statutory rights.

4. Prevention and third parties

NRP will take all reasonable steps to prevent sexual harassment and harassment by third parties, including end-hirers, agency staff and the public. Controls include risk assessment, appropriate training, clear reporting routes, cooperation with agencies and hirers, and prompt review of incidents. See also NRP's Sexual Harassment Policy.

Everyone must follow this policy, challenge or report inappropriate conduct where safe, and cooperate with investigations. NRP will provide relevant guidance at onboarding and refresher training as needed, including additional guidance for those making decisions or handling complaints. We will also avoid unlawful discrimination when providing our own services and make required service-access adjustments.

5. Reporting, investigation and outcomes

Report concerns promptly to NRP at info@newredplanet.com or 0161 7131730. If the concern involves a referred employee, ask for an uninvolved director. You may report directly to NRP without first confronting the person or reporting through the hirer. Employees and workers may use the Grievance Procedure; self-employed contractors may use the Complaints Procedure. Informal resolution is optional and is not required before a formal complaint.

NRP will investigate promptly and fairly, handle information sensitively on a need-to-know basis, consider protective measures and explain the outcome and review or appeal route. No one will be penalised for a protected complaint, supporting another person or giving evidence. Nothing prevents lawful disclosures to advisers, regulators, police or a tribunal.

Breaches may lead to employee disciplinary action, including dismissal where justified following a fair process. Worker or self-employed breaches may lead to appropriate contractual action, including termination where justified. NRP may require corrective action from agencies or hirers and review or end business relationships where appropriate.

6. Monitoring and review

The Board oversees this policy and NRP Compliance manages implementation. We will review complaints, assignment outcomes and available equality data to identify barriers and improve practice. Personal data is handled under UK GDPR and the Data Protection Act 2018, as amended, with a lawful basis and additional safeguards for special category data, limited access and appropriate retention.

Date:	June 2026
Date of Review:	June 2027
Reviewer:	Phil Whelan
	MD, New Red Planet