

Equality and Diversity Policy

Nugent is committed to promoting equality of opportunity, celebrating and valuing diversity, eliminating unlawful discrimination, harassment and victimisation, including cyber or e-bullying and harassment, and promoting good relations. We are committed to achieving equality for all by reducing discrimination in employment and service delivery.

Equality means ensuring people are treated fairly, giving them equal access to services and employment. Diversity is about valuing differences, whatever an individual's background.

In the Equality Act 2010 harassment is defined as unwanted conduct related to either of the protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

... which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual'.