

Equality and Diversity – Our Policy Statement

Ingenious Power Engineering Ltd is dedicated to promoting equality, diversity, and inclusion across all aspects of our business, in line with the Equality Act 2010 and other pertinent UK legislation. We firmly believe that everyone has the right to be treated with respect and dignity, and we are committed to creating an environment free from discrimination, harassment, and victimisation.

Our Equality and Diversity Policy applies to all employees, job applicants, contractors, partners, clients, and suppliers. We will ensure that our employment practices and procedures provide equal opportunities and support to all people, regardless of their race, colour, nationality, ethnic or national origin, religion or belief, sex, sexual orientation, gender reassignment, age, marital or civil partnership status, pregnancy or maternity, or disability.

Aims and Objectives

- Foster a culture that embraces diversity and encourages an inclusive environment.
- Guarantee equal opportunities in recruitment, selection, training, career development, and promotion for all individuals.
- Prevent and address any form of discrimination, harassment, or victimisation.
- Encourage good relations among people from diverse backgrounds.
- Comply with all relevant legislation, regulations, and codes of practice relating to equality and diversity.
- Regularly monitor and review our equality and diversity performance to ensure continuous improvement.

Responsibilities

All employees, contractors, and suppliers have a responsibility to comply with this policy, to treat others with respect and dignity, and to report any incidents of discrimination, harassment, or victimisation.

Management is responsible for:

- Implementing and enforcing the Equality and Diversity Policy.
- Ensuring all employees, contractors, and suppliers are aware of their responsibilities.
- Providing training and support on equality and diversity issues.
- Monitoring and reviewing the effectiveness of this policy.

Recruitment and Selection

We will ensure our recruitment is fair, transparent, and consistent to attract and retain a diverse workforce. We will:

- Advertise job opportunities in a variety of media to reach a diverse audience.
- Use job descriptions and person specifications that focus on the essential skills and qualifications required for each role.
- Provide training for those involved in recruitment to ensure they are aware of equality and diversity issues.
- Make reasonable adjustments for candidates with disabilities during the recruitment process, as required.

Training and Development

We are committed to offering equal opportunities for training and development. We will:

- Offer appropriate training to all employees to help them develop their skills and knowledge.
- Encourage employees to take up training and development opportunities.
- Provide regular appraisals and feedback to help employees identify areas for improvement and plan their career development.

Harassment, Discrimination, and Victimisation

We have a zero-tolerance policy towards harassment, discrimination, and victimisation. Any incidents will be taken seriously and dealt with promptly, fairly, and confidentially. Employees who experience or witness any form of discrimination, harassment, or victimisation are encouraged to report it to their manager or Human Resources.

Monitoring and Review

We will monitor the effectiveness of our Equality and Diversity Policy through regular reviews and data analysis, such as the collection of workforce demographics and the monitoring of recruitment, promotions, and training. We will use this information to identify areas for improvement and develop action plans to address any issues.

This policy will be reviewed annually or more frequently if required, to ensure that it remains up-to-date and compliant with current legislation and best practice.



Jason Johnson,
Managing Director,
January 2026