BINA PATHWAYS

Equality diversity and reasonable adjustments

BP-PUB-07-20261106-v1 | Owner: Directors and recruitment lead | Review by 6 November 2027 or earlier on material change

Commitment

We recruit, allocate work, train, pay and manage people fairly. Unlawful discrimination, harassment, victimisation and retaliation are prohibited. Selection and deployment use genuine role requirements, competence, availability, safety and lawful work restrictions.

Recruitment and clients

We challenge discriminatory client preferences and record the response. A claimed occupational requirement needs a specific lawful assessment. Equality monitoring is optional, separate from selection and reported only in groups that do not identify individuals. Health enquiries are proportionate and made at an appropriate stage.

Adjustments

Applicants and workers may request communication, interview, learning or workplace adjustments through admin@binapathways.co.uk or 07337 541218. We discuss functional needs, obtain occupational-health advice where appropriate and agree responsibilities with the hirer. Record action, owner and review. Share only information needed to implement support.

Harassment prevention

Assess foreseeable risks including lone work, nights, intimate care, power imbalance, online contact and client behaviour. Provide training, clear conduct standards and reporting options. A complainant need not confront an alleged harasser. Consider safe separation, transport or assignment changes without punishing the person reporting.

Response and review

An uninvolved reviewer hears accounts fairly, records findings and proportionate action and provides review rights. Review protected absence, pregnancy and disability before attendance or capability action. Investigate retaliation separately. Monitor patterns, adjustments and client conduct during monthly reviews.

Related controlled procedures: Staff handbook sections 13 and 14; Client terms clause 7. Use Operational Action Guide BP-ACT-2026-11-06-v1 for the responsible person, action, deadline, escalation and record. Accessible copies: admin@binapathways.co.uk or 07337 541218.