



HOOPER  
SERVICES

# DIVERSITY & EQUAL OPPORTUNITIES POLICY 2026



## STATEMENT

Hooper Services is committed to supporting, developing and promoting diversity and equality in all of its employment practices and activities and aims to establish an inclusive culture free from discrimination and based on the values of fairness, dignity and respect. We will support and develop staff through providing everyone with access to facilities, personal and career development opportunities and employment on an equal basis regardless of race, national or ethnic origin, disability, age, gender, sexual orientation, transgender identity or religion/belief.

Hooper Services recognises that we are enhanced by the different range of backgrounds, experiences, views, beliefs and cultures represented within its staff. We aim to embrace diversity in all of its activities and acknowledges that variety and difference are intrinsic to the success and future development of its business.

Hooper Services expects all employees, contractors and agency staff to act in accordance with this Policy.

## AIM

The aim of this Policy is to build a fully inclusive company. This will be achieved by:

- Making the best use of the range of talent and experience available within the workforce and potential workforce
- Building a culture that encourages dialogue
- Hooper Services and employees are fulfilling their legal obligations

## PRINCIPLES

The principles of the diversity and equal opportunities policy are:

- to develop and promote a culture of diversity and equality throughout the company;
- to develop and promote a culture of fairness, integrity and dignity;
- to support all staff, regardless of race, national or ethnic origin, age, disability, gender, sexual orientation, gender reassignment, religion or belief;
- to prevent all forms of unlawful discrimination;
- to deal with all forms of discrimination consistently, promptly and effectively;
- to ensure that the Diversity and Equality policy influences and informs the culture.

## SCOPE

The policy applies to all applicants for posts with Hooper Services, to all staff employed on a full time or part-time basis, on permanent or temporary contracts, to agency staff and contractors.

## FRAMEWORK

This Policy is underpinned by legislation, which places individual responsibilities on staff/service users/as well as Hooper Services, this includes:

- Human Rights Act 1998
- The Civil Partnership Act 2004
- The Gender Recognition Act 2004
- The Equality Act 2006
- Equality Act 2010

The above list is not exhaustive and will be reviewed regularly.

Under the above Equality legislation it is unlawful to:

- discriminate directly against anyone and treat him/her less favourably than others because of a protected characteristic they have or are thought to have (perception discrimination), or because they associate with someone who has a protected characteristic (discrimination by association);
- discriminate indirectly against anyone by applying a criterion, provision or practice which particularly disadvantages people who share a protected characteristic;
- subject someone to harassment related to a relevant protected characteristic (pregnancy and maternity and marriage and civil partnership are excluded);
- victimise someone because s/he has made, or intends to make, a complaint or allegation or has given or intends to give evidence in relation to a complaint of discrimination;
- discriminate against someone in certain circumstances because of a protected characteristic after the working relationship has ended.

A handwritten signature in black ink, appearing to read "SAM HOOPER". The signature is fluid and cursive, with a large, stylized 'S' and 'H'.

**SAM HOOPER**

Managing Director  
5th January 2026