

Equality and Diversity

Document Owner: Neil Cusdin / Managing Director

Approved By: Neil Cusdin / Managing Director

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Policy Statement

Breathe is committed to promoting equality, diversity, and inclusion in all areas of its business. We believe that every individual should be treated with dignity, fairness, and respect, and that an inclusive working environment enables people to contribute to their fullest potential.

We recognise that a diverse workforce brings broader perspectives, improved decision-making, greater innovation, and stronger business performance. We are committed to fostering a culture where differences are valued, respected, and celebrated.

Breathe will not tolerate discrimination, harassment, victimisation, or unfair treatment of any kind.

Legal Framework

This policy is implemented in accordance with the principles of the **Equality Act 2010** and other applicable employment legislation.

Breathe is committed to ensuring that no employee, worker, applicant, contractor, supplier, or stakeholder is treated less favourably on the basis of any protected characteristic.

Protected Characteristics

In line with the Equality Act 2010, Breathe recognises and protects the following nine protected characteristics:

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

We are committed to ensuring these characteristics are respected and protected throughout recruitment, employment, promotion, training, reward, and day-to-day working practices.

Our Commitment and Values

Breathe is committed to creating a workplace where all individuals are given equal opportunity to succeed and are assessed solely on merit, capability, qualifications, and suitability for the role.

We aim to maintain a working environment that is inclusive, supportive, and free from unlawful discrimination, where employees feel safe to be themselves and confident that they will be treated fairly.

We expect all employees, contractors, and those acting on behalf of Breathe to uphold these values and to treat colleagues, clients, suppliers, and stakeholders with professionalism and respect at all times.

Neurodiversity and Workplace Support

Breathe recognises that neurodivergent individuals may experience, process, and interact with the workplace differently and that these differences can bring significant strengths, skills, and perspectives to the organisation.

Breathe has already implemented tailored workplace support arrangements for neurodivergent employees, we are committed to supporting neurodivergent employees, including those with autism, ADHD, dyslexia, dyspraxia, and other neurological differences, by making reasonable and practical adjustments where appropriate to support them in carrying out their roles effectively.

Such support may include adjustments to communication methods, working environments, management approaches, training delivery, equipment, scheduling, or other reasonable workplace accommodations based on individual needs.

We will work collaboratively with employees to understand their requirements and ensure support arrangements are reviewed regularly to remain appropriate and effective.

Recruitment and Employment Practices

Breathe is committed to ensuring that recruitment, selection, promotion, and development decisions are based solely on objective and role-related criteria.

We will strive to remove barriers that may disadvantage individuals or groups and will take reasonable steps to ensure our employment practices are inclusive and accessible.

Where appropriate, reasonable adjustments will be made throughout the recruitment process and during employment to support individuals with disabilities or additional needs.

Reporting Concerns

Any employee who believes they have experienced or witnessed discrimination, harassment, victimisation, or unfair treatment is encouraged to raise the matter with management at the earliest opportunity.

All complaints will be treated seriously, investigated appropriately, and handled confidentially wherever possible.

Breathe will not tolerate retaliation against any individual who raises a genuine concern in good faith.

Monitoring and Continuous Improvement

Breathe is committed to continually reviewing and improving its equality, diversity, and inclusion practices to ensure they remain effective, legally compliant, and reflective of best practice.

This policy will be reviewed annually, or sooner where required by legislative or organisational change.

Approval

Signed for and on behalf of **Breathe**

Name: Neil Cusdin

Position: Director

Signature: 

Date: 21/05/2026






Equality and Diversity

Final Audit Report

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