



VITALITY PERSONEL LTD

Equality, Diversity and Inclusion Policy

Vitality Personnel Ltd

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Important review note

This document is an original website publication draft prepared for Vitality Personnel Ltd. It is not legal advice. Before publication or operational adoption, the company should confirm that the text reflects its actual processes, suppliers, systems and contractual arrangements, and obtain review from an appropriately qualified UK legal or compliance professional.

1 Scope and document status

Commitments to fair, respectful and inclusive recruitment practices. This document should be read with applicable contracts, procedures and privacy information.

2 Commitment

Vitality Personnel Ltd aims to treat clients, candidates, workers and colleagues fairly and with dignity. Recruitment decisions should be based on role-related requirements, evidence and suitability rather than assumptions or stereotypes.

3 Protected characteristics

Unlawful discrimination, harassment and victimisation are not acceptable. Relevant protections under the Equality Act 2010 include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

4 Inclusive recruitment

Job information and selection methods should use clear, objective criteria. Reasonable adjustments should be considered for disabled applicants and workers. Questions about health or other sensitive matters should be limited to situations in which they are lawful and necessary.

5 Client instructions

The company should not accept a discriminatory staffing instruction. Legitimate occupational requirements must be exceptional, lawful and documented.

6 Concerns and improvement

Concerns may be raised through the complaints or whistleblowing route. Records and outcomes should be reviewed to identify barriers or inconsistent practice without creating unsupported public diversity statistics.

7 Contact

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8 Review record

The final approved version should record its approver, approval date and any changes. This draft contains no invented certification, accreditation, regulator registration or professional endorsement.