

Transgender Policy



1.0 Objective of this policy

1.1 To Provide a strategy and guidance for members of staff who consider themselves transgender in order to feel comfortable in the working environment.

2.0 Policy

2.1 Xander Recruitment Group is committed to supporting and understanding any member of staff who wishes to take, or has taken, steps to present themselves in a gender different to the gender assigned to them at birth.

2.2 Xander Recruitment Group aims to ensure that no individual is treated less favourably on the grounds of gender reassignment, a protected characteristic under the Equality Act 2010. All members of staff should ensure that they read this policy in conjunction with the Equality and Diversity Policy and Procedure and Anti-Bullying Policy and Procedure at Xander Recruitment Group.

2.3. This policy does not form part of any contract of employment and may be amended at any time.

Alex Stockley - Managing Director – XANDER RECRUITMENT GROUP LIMITED

A handwritten signature in black ink that reads "Alex Stockley".

Date: March 2024