

Equality, Diversity and Inclusion

We are privileged to be a certified B Corp and have achieved the Visibly Better Employer status which means we have practices in place which have been assessed independently to be of a high standard.

We see people as individuals and understand the value, creativity, richness and positive impact that a diverse team can bring.

As such, we are committed to providing equal opportunities for every member of our team, enabling every single individual to access their work and professional development. We apply the same ethos to the delivery of our services and actively work to promote equal opportunities, diversity and inclusion to the clients we work with.

We follow practices that are free from unfair and unlawful discrimination and a commitment that no applicant or member of the team will receive less favourable treatment on the grounds of the protected characteristics as set out in the Equality Act 2010; age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or will be disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. Similarly, we will ensure that no person is victimised or subjected to any form of bullying or harassment.

Every team member will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

It is the responsibility of all team members in their daily actions, decisions and behaviour to treat others with dignity and respect, comply with all relevant legislation and ensure that they do not discriminate against colleagues, clients, partners or any other person associated with the organisation. The personal commitment of every team member is integral to our success in this area.

We are committed to:

- an accessible application / recruitment process
- creating an environment in which individual differences and the contributions of our team are recognised and valued
- fair and inclusive employment practices and procedures, including making adjustments wherever feasible to ensure equity
- every employee, worker or contractor having a working environment that promotes dignity and respect
- tackling intimidation, bullying or harassment quickly and effectively
- providing training, development and progression opportunities
- sharing the knowledge externally that equality in the workplace is good management practice and makes sound business sense

- zero tolerance for victimisation or retaliation against those who raise concerns of discrimination or harassment

Any team member with concerns about any type of discrimination, either to themselves or others, is encouraged to speak to their manager. Employees may raise concerns formally through the Grievance Procedure.

Review

This policy is reviewed regularly and updated as required.

February 2026