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Equality, Diversity and Inclusion (EDI)

Policy Statement

We are committed to fostering a positive, inclusive culture where every individual is valued, respected, and given the opportunity to thrive. Our aim is to go beyond compliance with equality legislation and actively promote diversity and inclusivity across all areas of our organisation.
We recognise that individuals and groups can be disadvantaged by social attitudes, institutional structures, or unexamined assumptions. As an employer and service provider, we are committed to addressing these challenges and creating an environment that champions equity and celebrates difference.

Equal Opportunities Commitment

We are dedicated to ensuring equality of opportunity for all employees and job applicants. This means that no person shall receive less favourable treatment or be disadvantaged on the grounds of:

- Sex or gender identity
- Marital or civil partnership status
- Pregnancy or maternity
- Sexual orientation
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Disability
- Age

Nor shall any individual be disadvantaged by conditions or requirements that are not relevant to their role or performance.
Our recruitment, promotion, training, and employment practices are designed to ensure fairness at every stage. We monitor and evaluate our processes to identify and address any barriers to equal opportunity.

Diversity and Inclusion Principles

We believe that a diverse workforce and inclusive environment enrich our organisation and enhance our effectiveness. To that end, we actively seek to:

- **Celebrate difference** and value the unique contributions of all individuals.
- **Promote inclusive behaviours**, language, and decision-making at every level.
- **Support underrepresented groups** through inclusive hiring practices, reasonable adjustments, and ongoing development opportunities.
- **Listen and respond** to feedback from employees, applicants, and stakeholders on inclusion and belonging.
- **Provide training** and guidance to ensure that everyone understands their role in contributing to an inclusive culture.

We are committed to creating a workplace where everyone feels respected, safe, and empowered to be themselves.

Further Information

If you would like to learn more about how this policy is put into practice, or have feedback on how we can improve, please contact a member of management.