Diversity and Inclusion Policy

**Introduction**

COMPANY is committed to promoting equality, accommodating diversity and ensuring that all employees feel included and valued. Our aim is to provide a workplace that is a safe environment for all, through a shared commitment to the values of respect, integration, inclusion, equality and integrity.

**Our Commitment**

COMPANY will ensure all individuals are treated fairly and equally irrespective of race, gender, disability, religion, age, family status, civil status, sexual orientation, or membership of the travelling community.

As such, we will promote diversity and inclusion by:

* Treating people fairly
* Respecting and recognising people as individuals
* Ensuring equal opportunities for staff, members, customers and all those we do business with
* Recognising the individual needs of those we employ, represent and educate and supporting them to develop to their full potential
* Making reasonable adjustments to ensure that our procedures do not put any person at a disadvantage
* Ensuring our workplace policies, practices and behaviours provide equality of opportunity
* Providing equality training to all managers and supervisors to ensure that they can provide the leadership to implement this policy in their day-to-day responsibilities

**Communication**

This policy will be communicated to all employees and customers through appropriate means including printed copies, our website, posters and meetings.

**Support**

Complaints relating to employee Diversity and Inclusion should be made to your Line Manager, Senior Management and or Human Resources utilising the guidelines set out in the company’s Grievance Policy

**Breach of Policy**

Any breach of this policy, including false or vexatious complaints, may be referred for disciplinary review. If an allegation under these terms is upheld it could be considered an act of Gross Misconduct resulting in dismissal from employment in line with the company Disciplinary Policy