



EQUALITY, DIVERSITY & INCLUSION (ED&I) POLICY

JANUARY 2025

We are committed to being an organisation that makes full use of the talents, skills, experience, and different cultural perspectives available in a multi-ethnic and diverse society, and where people feel they are respected and valued, and can achieve their potential regardless of any protected characteristics named in the 2010 Equality Act (Race, colour, nationality, national or ethnic origins, sexual orientation, gender, disability or age) or referenced in the amendment Worker Protection Act 2023.

This statement, and our respective policies, procedures and processes will follow the recommendations and guidance of the Equality and Human Rights Commission. We aim to provide workforce opportunities from all areas of the communities we work within.

Who is covered by the Policy

This policy covers all individuals working at all levels including senior managers, officers, directors, employees, consultants, contractors, trainees, homeworkers, part-time and fixed-term employees, casual and agency staff and volunteers, as well as our supply chain partners.

The aims of this policy are to ensure that:

- No-one receives less favourable treatment, on grounds of any protected characteristic (including age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex and sexual orientation); or is disadvantaged by any conditions, requirements, provisions, criteria, procedures or practices that cannot be justified on any other grounds.
- No-one is victimised for taking action against any form of discrimination or harassment, or instructed or put under pressure to discriminate against, or harass, someone on the above grounds.
- The organisation is free of unwanted conduct that violates the dignity of workers or creates an intimidating, hostile, degrading, offensive, or humiliating environment. Refer to Behaviour in the Workplace Policy.
- Opportunities for employment, training and promotion are equally open to male and female candidates, candidates from all racial groups, candidates with or without disabilities, and candidates of any age, and of any sexual orientation, religion or belief.
- Selection for employment, promotion, transfer, training, and access to benefits, facilities and services, will be fair and equitable, and based solely on merit.

This policy applies to all aspects of employment, from recruitment to dismissal and former workers' rights.

The company commits to taking the following steps to implement our policy:

- The policy will be a priority for the organisation.
- The Managing Director, will be responsible for the day-to-day operation of the policy.
- The policy will be communicated to all employees and job applicants, and will be placed on the company's intranet and website.
- Employees and their representatives and trade unions will be consulted regularly about the policy, and about related action plans and strategies.
- All employees will be aware of the policy, on their rights and responsibilities under the policy, and on how the policy will affect the way they carry out their duties. No-one will be in any doubt about what constitutes acceptable and unacceptable conduct in the organisation. Unacceptable conduct includes discrimination and harassment at work-related social functions.
- Managers and employees in key decision-making areas will be trained on the discriminatory effects that provisions, practices, requirements, conditions, and criteria can have on some groups, and the importance of being able to justify decisions to apply them.

- Complaints about discrimination or harassment in the course of employment will be regarded seriously, and may result in disciplinary sanctions, and even dismissal. The Disciplinary and Grievance Policy is published on Deltek and is easily accessible for all employees.
- Opportunities for employment, promotion, transfer and training will be advertised widely, internally and externally, and all applicants will be welcomed, irrespective of race, colour, nationality, ethnic or national origins, gender, sexual orientation, disability, age, religion or belief.
- All workers will be encouraged to develop their skills and qualifications, and to take advantage of promotion and development opportunities in the organisation. All employees carrying out work of 'equal value' will receive equal pay, regardless of their sex, race or any other protected characteristic, and equal pay audits will be carried out as necessary.
- Selection criteria will be entirely related to the job or training opportunity. We will make reasonable changes to overcome physical and non-physical barriers that make it difficult for disabled employees to carry out their work, and for disabled customers to access our services.

We will take a flexible approach to working arrangements. We will consider requests for changes carefully and objectively, and will accommodate them unless it would cause significant difficulties to the business or employees. Information on the ethnic and racial background, gender, disability, and age of each worker and applicant for employment will be collected and analysed, to monitor each stage of the recruitment process. The information will be held in strictest confidence and will only be used to promote equality of opportunity. Information about the religion/belief and sexual orientation of employees may also be monitored. Monitoring may include promotion and training if necessary.

- If the data shows that people from particular groups are under-represented in particular areas of work, lawful positive action training and encouragement will be considered for workers and others from that group, to improve their chances of applying successfully for vacancies in these areas.
- Grievances, disciplinary action, performance assessment, and terminations of employment, for whatever reason, may also be monitored by gender, racial group, age, disability, religion/belief and sexual orientation if necessary.
- Requirements, conditions, provisions, criteria, and practices will be reviewed regularly, in the light of the monitoring results, and revised if they are found to, or might, unlawfully discriminate on any of the above grounds. We will also regularly review advertising, recruitment and application materials and processes, and this policy.
- All contracts between T&B (Contractors) Limited and contractors to supply goods, materials or services will include a clause prohibiting unlawful discrimination or harassment by contractors and their employees, and by any sub-contractors and their employees. The clause will also encourage contractors and potential contractors to provide equality of opportunity in their employment practices.
- The effectiveness of the policy will be monitored regularly.
- Our clients will be made aware of the policy, and of their right to fair and equal treatment, irrespective of race, colour, nationality, national or ethnic origins, sexual orientation, gender, religion/belief, disability or age.
- Fair and equal treatment will be given to clients and members of the public by all employees. The business will investigate any complaints from employees that they are being harassed by a client for reasons linked to protected characteristics, and take suitable action to prevent further incidents.
- The business will take all necessary steps to ensure that employees are legally entitled to work in the UK, making sure that employees from outside the EU have permission to work here by checking the validity of documents and keeping copies of them for two years after the employment has come to an end.

Equality, Diversity & Inclusion Policy



- The company will draw up an Action Plan detailing how this policy will be implemented in practice
T&B are proud to be members of 'Stronger Together' which is a multi-stakeholder initiative aiming to reduce modern slavery particularly hidden forced labour, labour trafficking and other third-party exploitation of workers.

This policy has been endorsed by the Managing Director and has the full support of the management / board.

Overall responsibility for the effectiveness of the policy lies with the Managing Director.

A handwritten signature in black ink, appearing to read 'Rob Wishart'.

Rob Wishart
Managing Director

RELEVANT DOCUMENTS:

- [Behaviour in the Workplace Policy](#)
- [Dynamic Working Policy](#)
- [Disciplinary & Grievance Policy](#)
- [Modern Slavery Policy](#)
- [Recruitment Policy](#)
- [Training and Development Policy](#)
- [Whistleblower Policy](#)

