

Diversity, Equality & Inclusion Policy

Purpose

This policy is applicable to all employees and temporary workers in the Beauparc Group ("Beauparc"). The policy aims to create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all colleagues are recognised included and valued. Beauparc is committed to encouraging equality, diversity, and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee, temporary worker, to feel respected and able to give their best.

We will provide training to managers and all other employees about their rights and responsibilities under the equality, diversity, and inclusion policy. Responsibilities include how employees conduct themselves to help the organisation provide equal opportunities in employment.

Definition

Diversity is about what makes us unique as individuals and includes our origins, backgrounds, personality, life experiences and beliefs. The concept is grounded in a respect of differences and includes fostering values of trust, cooperation, and appreciation. Inclusion is the appreciation of differences in which these are harnessed to create a culture of belonging and value in employees.

Legislation

This policy complies with all legislation across the UK, ROI & EU which prohibit direct and indirect discrimination, sexual harassment, harassment, and victimisation in relation to ten specified equality grounds: gender, family status, civil status, sexual orientation, age, disability, religion, ethnicity, membership of the Traveller Community (ROI).

Beauparc is opposed to all forms of unlawful or unfair discrimination. We actively advocate inclusion and embrace diversity. All colleagues will be treated with respect.

Fairness and Inclusivity

- Creating an environment whereby individual differences and contributions of all team members are recognised and valued.
- Create a working environment that promotes dignity, inclusion, and respect for all colleagues.
- Ensure that colleagues receive pay that is fair and consistent when considering similarity of work, location and eliminate unjust or unlawful practices and other discrimination on pay equality.
- Ensure premises have universal, safe, and inclusive access to allow everyone to work to their full potential.
- Appropriate measures are taken to accommodate our colleagues with disabilities to access opportunities.
- Encourage colleagues to treat everyone with dignity, inclusive and respect.
- Regularly review all employment practices and procedures so that fairness is always maintained.
- Beauparc policies, practices and behaviours shall reflect a fair, open and inclusive culture.

Respect and dignity

- Any form of intimidation, bullying victimisation, vilification or harassment will not be tolerated and disciplinary action will be taken against those who violate this policy.
- Monitor and report annually on diversity and inclusion performance commitments.
- Beauparc will inform all colleagues that an inclusion and diversity policy is in operation that they are obligated to comply with requirements and promote fairness in the workplace.

Equal Opportunities

- Attract and retain a skilled and diverse workforce that best represents the talent available in the communities in which our assets are located and our employees reside.
- Ensure appropriate criterion based on diverse skills, experience, and perspectives are applied when hiring new colleagues.
- Application forms and contracts will not contain any direct or inferred discrimination.
- Ensure opportunities encourage applicants of all backgrounds and have a fair opportunity to be considered for roles.
- Comply with equal opportunity and discrimination legislation.
- Provide training development and advancement opportunities for employees based on merit.
- Periods of absence for maternity, paternity, parental and adoptive leave are supported and integrated into normal career planning.

Communication

- Beuparc shall endeavour to maintain a culture of openness and communication in the ways we communicate with each other. This includes interactions with colleagues, customers, visitors, suppliers, business partners, clients, former colleagues, and the communities in which we operate.

Employee responsibilities

- All employees of Beuparc are expected to treat others with dignity and respect, and exhibit conduct that reflects inclusion during work or any associated Beuparc activities.
- Integration of values of diversity through communication, policy implementation and procedures should be adopted by all employees.
- Employees are expected to report violations or alleged violations of this policy to management.

Employer responsibilities

- Treat colleagues with dignity and respect.
- Create an environment that actively promotes inclusion and makes employees feel valued, where they can express their opinions and contributions and be heard.
- Ensure employees and temporary workers are supported by managers and colleagues.
- Ensure employees have access to continuous development and new opportunities based on their personal merit and skills.
- Offer support in times of difficulty such as bereavement, illness, physical or mental difficulties or changes in personal circumstances.
- Respect everyone's contributions and work together to develop and support open communication and feedback mechanisms.
- Respond quickly and appropriately to any complaints of discrimination, victimisation, intimidation, harassment, sexual harassment, or bullying.

Owner and Updating or Revision

This policy is owned by the Chief Executive Officer. Updates will be issued where there have been material changes internally or externally and there will be a formal review annually of this policy.

Signed:



Chief Executive Officer

Date: 1st January 2024