

# Anti-Racism Policy



## Introduction

We expect all employees to find work a safe and welcoming place where they are able to progress irrespective of their nationality or ethnic background. At EP Consulting we are committed to fostering a workplace that is free from discrimination and promotes equality, diversity, and inclusion. Racism has no place in our organisation, and we are dedicated to creating an environment where everyone feels valued, respected, and able to reach their full potential.

## Purpose

This Anti-Racism Policy outlines our commitment to combating racism and promoting a culture of inclusivity, it is not possible to achieve this if any of our employees face prejudice or hostility because of their ethnic origins. Therefore, this anti-racist policy helps ensure equality of opportunity for all employees. By having such a policy we give a clear message to everyone in EP Consulting that racism will not be tolerated.

## Scope

This policy applies to all employees, contractors, clients, and stakeholders associated with EP Consulting. It covers all aspects of employment, including recruitment, training, promotion, and workplace conduct.

## Effective Promotion of Anti-Racist Practices

EP Consulting welcomes the diversity of cultures, backgrounds, faiths and beliefs. We recognise and value the differences among individuals, including but not limited to race, ethnicity, nationality, colour, religion, age, gender, sexual orientation, disability, and socio-economic status.

We will ensure that the company nurtures an ethos and environment where all are valued and where all views are taken into consideration. This embraces a culture that enables all who work in the company review their practices and behaviours, to have the confidence to build on prior experiences and to make appropriate changes. All associated with the company are committed to dealing with incidents involving racism (including prejudice and stereotyping), racial harassment, and racist name calling whenever they occur.

## Principles

The company is an anti-racist establishment and is committed to addressing racism; ensuring action to support victims of racism; ensuring existing company policies address inappropriate behaviour around racism and other discriminatory practices; recording and reporting racist incidents.

We have a zero-tolerance policy towards any form of racism within our organisation. This includes, but is not limited to, discriminatory practices, racial slurs, derogatory comments, jokes, or any other behaviour that marginalises or demeans individuals based on their race or ethnicity.

All employees are expected to respect the rights of others and to respect those with different beliefs: expressing a personal view in an unprofessional way would be considered inappropriate.

## Racist Incident Reporting

All incidents which appear to have racist connotations should be reported to the Directors at the earliest opportunity. Reports will be treated confidentially to the extent possible, and we are committed to investigating all complaints promptly and impartially. A written record will be made of each instance.

## Employer Responsibilities

The company ensures it meets its legal responsibilities and promotes good practice in the area of equal opportunities, including:

- recruitment and selection processes;
- an Equality, Diversity and Inclusion Policy;
- induction arrangements for new employees.

Our staff management and in-service arrangements take into account the need to identify and meet staff training needs through access to good quality training and opportunities to exchange good practice. This includes dealing with racial equality and racist issues appropriately.

## Review and Revision

EP Consulting will regularly review and update this policy to ensure its effectiveness and relevance. We encourage feedback from employees and stakeholders to continually improve our efforts in promoting anti-racism and inclusivity.

By adopting this Anti-Racism Policy, EP Consulting reaffirms its dedication to creating a workplace that embraces diversity, respects individual differences, and stands against racism in all its forms. Together, we can create an environment where everyone feels valued, included, and empowered to contribute to our shared success.

Last Reviewed: January 2025

By: Robert Pitchford, Director

