

Equality, Diversity and Inclusion Policy



Introduction

EP Consulting is committed to promoting equality, diversity, and inclusion throughout our workforce, fostering an environment where each employee feels respected and empowered to contribute their best and ensuring the workplace is free from unlawful discrimination.

The collective sum of the individual differences, life experiences, knowledge, inventiveness, self-expression and unique capabilities that our employees invest in their work represents a significant part of EP Consulting's culture, reputation and achievement.

Purpose

This policy is designed to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
2. Prevent unlawful discrimination.
3. Ensure that no unlawful discrimination occurs based on the protected characteristics outlined in the Equality Act 2010, namely:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality, and ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
4. Oppose and avoid unlawful discrimination Oppose and avoid all forms of unlawful discrimination including in relation to:
 - Pay and benefits
 - Terms and conditions of employment
 - Grievance and disciplinary procedures
 - Dismissal
 - Redundancy
 - Leave for parents
 - Requests for flexible working
 - Selection for employment, promotion, training, or other developmental opportunities

Our Commitments

EP Consulting are committed to:


- Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of all staff are recognised and valued. Respectful communication, teamwork and cooperation exists between all personnel.
- Training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Managers should conduct themselves in a way to help the business provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
- All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and others. Such acts will be dealt with as misconduct under the organisation's grievance or disciplinary procedures, and appropriate action will be taken.
- Make opportunities for training, professional development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Make decisions concerning staff based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the composition of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy. The company uses this data to enhance its employment and recruitment practices to provide the most inclusive work environment possible.
- Assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.
- All EP Consulting personnel are expected to exhibit conduct that reflects inclusion during work and in work related settings. Moreover, all EP Consulting personnel are required to complete a variety of anti-harassment, anti-bullying, non-discrimination and unconscious bias trainings annually to ensure effective teamwork and achievement of common business goals. Managers responsible for HR duties undergo additional training to ensure that a diverse selection of candidates are considered for all job openings.

Review and Revision

EP Consulting is dedicated to upholding these practices in order to empower personnel and foster respect, inclusion and belonging throughout the company. EP Consulting is committed to further improving and enhancing its diversity and inclusion practices so that it can better respond to the evolving needs of its workforce and business. This policy will be reviewed on a regular basis and updated as appropriate.

Last Reviewed: January 2025

By: Robert Pitchford, Director

A handwritten signature in black ink, appearing to read 'R Pitchford', is written over a horizontal line.