



Leadership Team

Equality, Diversity & Inclusion Charter

whistl

Our Commitment

*To take ownership for our business areas in promoting **Equality, Diversity & Inclusion (ED&I)** and act as role models.*

What is ED&I? **No Barriers!**



Equality (Equity)

Ensuring everyone has access to the same opportunities. Equity recognises that advantages and barriers exist, and that, as a result, we don't all start from the same place. Equity is a process that begins by acknowledging that unequal starting place and makes a commitment to correct and address the imbalance.



Diversity

The differences between us e.g. age, race, gender, ethnicity, religion, nationality, sexual identity, disability, but also experience, socio-economic background, education, different cultures and ways of thinking – basically anything that differentiates us from each other. Some differences are permanent and some change over time, they are what makes us all unique.



Inclusion

Ensuring everyone has a sense of belonging, feels valued, respected and supported without prejudice and their differences are appreciated.

Our Commitments

We fully commit to the following:

Support the commitments in the **Disability Confident Scheme** – and identify at least one action from below, that we will support, to make a difference for disabled people:



- *Inclusive and accessible recruitment*
- *Provide reasonable adjustments*
- *Support existing employees with disabilities*

We will also support the following activities:

- *Work experience*
- *Work trials*
- *Paid employment*
- *Apprenticeships*
- *Traineeships*
- *Sector-based work academy placements*

Support the **Valuable 500 initiative** for people with disabilities:



- *We commit to ensuring both visible and invisible disability is on the agenda at board-level*
- *We commit to developing our Diversity & Inclusion strategy and make Diversity & Inclusion training mandatory for all our People Managers*
- *We commit to reducing the stigma around discussing mental health, through various company initiatives focused on mental health awareness and support*

Support the **Race at Work Charter**: We commit to improving outcomes of ethnic minority employees in the workplace and we commit to five principles to address the barriers to recruitment of ethnic minorities and their progression. We have publicly committed to:



- *Have a Sponsor for Race at Work – Alistair Cochrane is our sponsor for Race*
- *Capturing data and publicising progress*
- *Ensuring zero tolerance of harassment and bullying*
- *Making equality in the workplace the responsibility of all leaders and managers*
- *Taking action that supports ethnic minority career progression*

We also commit to:

- Holding each other, and our managers, to account on Diversity & Inclusion, in terms of their selection and recruitment practices; e.g. unconscious bias
- Calling out any behaviours that do not promote an inclusive workplace
- Act as allies and/or mentors to all groups and individuals
- To create an environment in which individual differences and the contributions of all team members are recognised and valued
- Create a working environment that is appropriate and meets the needs of every employee
- Not tolerate any form of intimidation, bullying, or harassment, and to take corrective action against those that breach our Anti-Harassment and Bullying policy
- Promote equality in the workplace, which we believe is good management practice and makes sound business sense
- Encourage anyone who feels they have been subject to discrimination to raise their concerns so we can address this to prevent reoccurrence
- Encourage employees to treat everyone with dignity and respect
- Regularly review all our employment practices and procedures so that fairness is maintained at all times.

Our Leadership Team for Equality, Diversity & Inclusion



Alistair Cochrane
Chief Development Officer



Gareth Hughes
Procurement
& Property Director



Melanie Darvall
Director of Marketing
& Communications



Lynn Dillon
HR Director



Nick Wells
CEO