



Equality and Diversity Policy Statement

The Barnfield group of companies is fully committed to providing a harmonious work environment that offers fairness, inclusion and respect for all employees and where everyone is treated equitably and with dignity, in accordance with the Equality Act 2010.

We recognise that inclusivity and equal opportunities are good management practice and make sound business sense. This policy will help all employees develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Aims

It is Barnfield's policy that there should be no discrimination, harassment or less favourable treatment of any employee or interested party either directly or indirectly on the grounds of disability, age, race, colour, religious beliefs, nationality or ethnic origin, sexual orientation or gender identification, marital, civil partnership or parental status, trade union membership or activity. This includes pay parity with like-for-like peers, subject to performance achievement.

Objectives

In implementing this policy, the organisation has four main objectives:

- to ensure there is no difference in pay or conditions attributable to discrimination;
- to encourage an active stance against all forms of harassment and discrimination;
- to deter employees from participating in harassment or discriminatory behaviour, and;
- to demonstrate to all employees that they can rely upon the organisation's support in cases of harassment or discrimination at work.

Responsibilities and Commitment

Overall responsibility for the effective operation of this policy lies with the Directors. However all employees, whatever their position within the organisation, have some measure of responsibility for ensuring its effective implementation. In this respect, employees should:

- co-operate with any measures introduced to develop equal opportunities;
- refrain from discriminatory actions or decisions which are contrary to this policy;
- not harass, abuse or intimidate other person at work contrary to this policy;
- not attempt to induce or pressurise other employees to act in breach of this policy.

Periodic review

This policy will be reviewed annually, or more frequently in the event of any changes to statutory requirements or any evidence that the policy is not fully effective.

Tim Webber
Chairman & Managing Director
Date: 31/01/2024