

	BMS Policies	Ref:	1.2/D
	<h2>Equalities and Diversity Policy Statement</h2>	Rev:	4
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At UKRL, we are committed to encouraging equality and diversity in our business, and eliminating unlawful discrimination. We recognise that a motivated and diverse workforce is a foundation of a sustainable business, and helps us to recruit and retain the range of skills that we need. Our vision is that our organisation is truly representative of all sections of society and our customers, and that our people feel respected and able to give their best.

It is our policy to have a fair and diverse workforce. To achieve this, we have put in place the organisation and arrangements described in our Business Management System to ensure that we:

- Clearly define the roles and responsibilities of our Directors, top managers and staff in a way that is founded in the real requirements for the role, strives to avoid subconscious bias, and aims to make sure that all decisions about staff are made on merit
- Provide and maintain 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 staff are recognised and valued
- Use our procedures, planning, management control, systems of work and organisation in place to ensure we provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- Make opportunities for training, 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
- Provide appropriate information, instruction, training and supervision to all our staff, so that our employment practices and procedures ensure fairness, respect and take account of the law
- Investigate fairly and deal promptly with any complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation work activities
- Communicate openly and honestly with our staff, customers, suppliers and other interested parties to promote a culture of trust, honesty and diversity where we all value each other and appreciate the strength that comes from our differences
- Check how effective our arrangements are through monitoring the make-up of our workforce

At UKRL, we understand the importance to our business of equalities and diversity across our whole organisation. Our Board and top management are committed to making sure that our arrangements for equalities and diversity are effective, are resourced, and are fully and consistently implemented.



Alan Lee
Director



Darren Sharpe
General Manager