



# Equally, Diversity and Inclusion Policy

Sayers and Partners LLP is committed to developing, maintaining and supporting a culture of equality, diversity and inclusion in its workforce and those we collaborate with.

Sayers and Partners seek to meet the needs of people and communities who have protected characteristics as specified within Equality Act 2010, in particular by engaging with all stakeholders fairly and promoting fair employment practices and brings economic benefits to all. In particular we seek to: embed equality, diversity and inclusion in all our activities; work with others in an open and fair way and seek to proactively minimise the potential for discrimination, harassment and bullying. We will also seek out opportunities to promote inclusive development; and help ensure people with protected characteristics do not experience disproportionate disadvantage as a consequence of our work.

Internally, Sayers and Partners are committed to equality, diversity and inclusion in all aspects of recruitment and employment. We will seek to achieve this in the following ways:

- develop and implement recruitment and selection processes that are open and fair and that enable the selection of the best talent;
- aim to build a workforce that reflects the communities it serves;
- promote an environment free from discrimination, harassment, bullying and victimisation and tackle any behaviour that breaches this;
- provide training support and encouragement to employees and workers so that they can develop their careers
- and enhance their contribution to the organisation;
- make all employees and workers aware of their responsibility for promoting equality diversity and inclusion in their work; and
- involve employees and workers and their representatives in the development implementation monitoring and review of human resources policies, procedures and flexible working arrangements.

Externally, Sayers and Partners will make contractors and suppliers of services aware of the need to comply with this policy.

We will regularly monitor and analyse diversity and consider ways it can be improved.

Signed by Paul Sayers, Partner

**Contact:**

[Info@sayersandpartners.co.uk](mailto:Info@sayersandpartners.co.uk) Skype: floodsman Tel: +44 1865 600039 [www.sayersandpartners.co.uk](http://www.sayersandpartners.co.uk)