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	POL018	Diversity, Equality & Inclusion Policy	28/08/2024	1

Policy Statement

Roberts Mart & Co Ltd is dedicated to promoting diversity, equality, and inclusion across our workforce. We aim to foster an environment where everyone feels respected, valued, and empowered to perform at their best, while also working to eliminate unlawful discrimination both within our company and in our interactions with the public.

Purpose

Our DEI policy seeks to:

1. Ensure equality, fairness, and respect for all employees, whether temporary, part-time, or full-time.
2. Prevent unlawful discrimination as defined by the Equality Act 2010, covering characteristics such as age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy & maternity, and marriage/civil partnership.
3. Promote equal opportunities in all aspects of employment, including pay, benefits, hiring, training, promotions, and working conditions.
4. Oppose and avoid all forms of unlawful discrimination including pay and benefits, terms and conditions of employment, the way in which we deal with grievances and discipline, dismissal, redundancy, parental leave, flexible working requests and recruitment selection, promotion and development opportunities.

Commitments

Roberts Mart & Co Ltd is committed to:

1. **Encouraging DEI** in the workplace as a matter of good practice and sound business.
2. **Creating a positive environment** free from bullying, victimisation, harassment, sexual harassment and discrimination, while promoting dignity and respect for all.
3. **Handling complaints seriously**, with any incidents of bullying, discrimination, victimisation, harassment and sexual harassment dealt with under disciplinary procedures. Serious cases may lead to dismissal or legal action. Further – sexual harassment allegations may amount to both an employment rights matter and a criminal matter under the protection from harassment act.
4. **Providing equal access to training and development**, enabling all staff to reach their full potential based on merit.
5. **Regularly reviewing employment practices** to ensure fairness and compliance with legal updates.
6. **Monitoring workforce diversity** to ensure DEI goals are met and addressing any issues that arise.

Grievance and Disciplinary Procedures

Any complaints related to bullying, harassment, or discrimination should be raised through our grievance procedure, which can be found on the HR portal. This policy does not affect an employee's right to take claims to an employment tribunal.



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This policy has been approved by William Roberts, Managing Director.

Signed..........Date.....*2nd Sept '24*.....

William P Roberts
Managing Director