

Framework Business Consultancy Limited Equality/Diversity Policy

The purpose of this policy is to ensure equal opportunities for all staff, clients and customers, irrespective of race, colour, gender or sexual orientation, ethnic or national origin. As Business Consultants we value a diverse client base and the individuality and creativity that every person potentially brings.

Procedures and Processes

- Our staff, visitors, clients and customers will be treated fairly, openly and honestly, and with dignity and respect.
- No individual will receive less favourable treatment on grounds of race, colour, ethnic or national origin, age, disability, gender, sexual orientation, religion/belief or marital status.
- Selection criteria for employment, training and promotion opportunities will be entirely related to the job and solely based on merit.
- As Business Consultants we will not discriminate against different learning and communication styles.
- Everyone has the right to work and do business in an environment free of unlawful discrimination and harassment. We will not tolerate such behaviour under any circumstances.
- Action, which could include dismissal, may be taken against any staff member found responsible for harassment or discrimination.
- We would recommend that any individual who believes he or she is being discriminated against, victimised or harassed should raise the matter through the relevant company's complaints procedure.

This policy is fully supported by Angie Ingman. We will ensure that all staff, customers and clients are aware of the policy, and that they understand that they are responsible for observing it.

Our Equality/ Diversity action plan outlines the steps we will take to give effect to this policy. We will monitor the action plan and review the progress we have made each year, to make sure the policy is achieving its aims.

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Action Plan

- Angie Ingman is responsible for the Equality/Diversity Policy and for putting the Equality/Diversity action plan into practice.
- We will circulate our Equality/Diversity Policy to all staff by means of a Policy Handbook and via the company website.
- We will ensure that all staff signs a declaration that they have read, understood and accepted individual responsibility for abiding by the Equality/Diversity Policy.
- We will keep records of all staff acknowledgements.
- We regularly review all our Policies every six months.
- We welcome feedback from our clients, associates and other interested bodies, implementing any procedures that will improve our Policies.
- We will not only monitor Equality and Diversity within the Company but also champion these values in client's organisations.