

Equality, Diversity & Inclusion Statement

Introduction

At the Walker Construction Trust we value, celebrate and embrace Equality, Diversity and Inclusion (EDI). Our Board drives our approach and commitment to EDI. We believe our differences make us stronger and more effective in meeting our objectives. Respect is one of our values and is reflected in everything we do.

We will comply with the Equality Act 2010 and all legislation and EDI good practice. No individual will be unjustly discriminated against because of any protected characteristic.

We believe discrimination or exclusion based on any individual protected characteristic represents a waste of talent and a denial of opportunity for self-fulfilment.

Protected Characteristics

Age
Race
Disability
Sexual Orientation
Gender (sex)
Gender reassignment
Religion or belief
Pregnancy and maternity/paternity
Marriage and civil partnership

Our Equality, Diversity and Inclusion Vision

As a member of the local community, we seek to:

- Eliminate discrimination, prejudice, harassment and victimisation
- Proactively promote equality of opportunity, good relations and understanding.

We recognise historic under-representation and participation of some groups needs to be addressed to bring this into line with best practice.

We understand freedom from discrimination is a fundamental human right for everyone.

We will enforce a zero tolerance approach to unlawful discrimination and will take positive steps to tackle it in everything we do.



Our EDI Values

1. We value diversity and recognise that different people bring different perspectives, ideas, knowledge and insights that will benefit all.
2. We respect the rights of individuals, including the right to hold different views and beliefs. We will not allow these differences to be displayed in a way that is hostile or degrading to others.

Our Commitment to Equality, Diversity and Inclusion

We aim to create an environment that respects and values difference, where everyone feels welcomed and confident to be themselves. To this end, we acknowledge the following basic rights for everyone who works for us, relies on our services and who we contract or partner with to be:

- Treated with respect and dignity
- Treated fairly.

These rights carry responsibilities. We require all our members and trustees to recognise these rights and act in accordance with them.

Dealing with Discrimination

We have a zero tolerance approach to discrimination, harassment (including bullying), and victimisation of any individual. It is contradictory to our values and commitments. All allegations of such behaviour will be investigated and appropriate action taken.

Responsibility

The Trustees have overall responsibility for ensuring we operate within the statutory requirements of the Equality Act. The management committee have a duty to support and uphold the principles of our EDI Statement and its supporting policies.