

Equality & Diversity Policy

1. Introduction

Terry Group Ltd are an equal opportunities employer.

We are committed to promoting equality, diversity, and inclusion in all aspects of our business.

We believe that a diverse workforce brings unique perspectives and talents that enhance our ability to serve our customers and innovate within our industry. This policy outlines our commitment to fostering an inclusive environment where all individuals are treated with respect and dignity.

2. Scope

This policy applies to all employees, contractors and job applicants. It covers all aspects of employment, including recruitment, selection, training, development, performance management, promotions, and termination.

3. Our Commitment

- **Equal Opportunity:** We are committed to providing equal opportunities to all employees and job applicants. We do not tolerate discrimination based on race, colour, nationality, ethnic or national origin, sex, gender, gender identity, sexual orientation, marital status, age, disability, religion or belief, pregnancy and maternity, or any other characteristic protected by law.
- **Diverse Workforce:** We value diversity and strive to create a workforce that reflects the communities we serve. We recognise that diverse teams drive innovation and business success.
- **Inclusive Environment:** We are dedicated to creating an inclusive workplace where everyone feels valued, respected, and able to contribute to their full potential. We encourage open dialogue and the sharing of different perspectives.

4. Responsibilities

- **Management:** Managers are responsible for promoting equality and diversity within their teams. They should lead by example, ensuring that their actions and decisions are free from bias and discrimination.
- **Employees:** Every employee is responsible for supporting our equality and diversity objectives. Employees should treat colleagues, customers, and partners with respect and report any discriminatory behaviour or practices.
- **Human Resources (HR):** The HR department is responsible for implementing and monitoring this policy. HR will provide training, support, and guidance to ensure that equality and diversity principles are embedded in all HR practices.

5. Recruitment and Selection

We are committed to ensuring that our recruitment processes are fair, transparent, and free from bias. This includes:

- Advertising job vacancies in a manner that reaches diverse candidates.
- Providing reasonable adjustments for candidates with disabilities.
- To appoint the most able candidate for each job regardless of age, disability, gender, marriage or civil partnership, race, religion or belief, sex or sexual orientation

6. Training and Development

We offer training and development opportunities to all employees to support their professional growth. We ensure that access to training is equal and encourages the development of a diverse workforce.

7. Performance Management

Our performance management processes are designed to be fair and objective. We provide regular feedback and support to help all employees achieve their best. We ensure that performance evaluations are free from bias and that all employees have equal opportunities for career progression.

8. Addressing Discrimination and Harassment

We take any allegations of discrimination, harassment, or bullying seriously. We have clear procedures for reporting and addressing such issues. Employees who breach this policy will be regarded as misconduct and could lead to disciplinary action, up to and including termination of employment.

9. Monitoring and Review

We regularly monitor our equality and diversity performance and review this policy to ensure its effectiveness. We welcome feedback from employees and other stakeholders to help us improve our practices.

10. Communication

We communicate this policy to all employees, contractors, and job applicants. We provide regular training to ensure that everyone understands their responsibilities and our commitment to equality and diversity.

11. Contact Information

If you have any questions about this policy or need further information, please talk to your line manager or contact our HR department at hr@terrylifts.co.uk

By implementing and adhering to this policy, Terry Group Ltd aims to create a positive and inclusive workplace for everyone and we believe that embracing equality and diversity is not only the right thing to do but also essential for our success as a company.

Authorised By



Tim Barrow
Managing Director
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