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Address: FryerMiles, Suite 2-3, Broadway, Maidenhead SL6 1LY



Equity, Diversity, and Inclusion (ED&I) Policy

1. Policy Statement

At FryerMiles we are committed to promoting Equity, Diversity, and Inclusion (ED&I) in our workplace and beyond. We recognise that a diverse and inclusive environment enhances our creativity, innovation, and overall business success. This policy outlines our commitment to fostering a culture that celebrates diversity among our employees and encourages our clients to embrace ED&I principles.

2. Our Commitment

We are dedicated to building a workplace where every employee feels valued, respected, and empowered. We will cultivate an environment that appreciates the unique contributions of individuals from diverse backgrounds, including but not limited to race, ethnicity, gender, age, sexual orientation, disability, religion, and socio-economic status.

We will actively promote ED&I principles to our clients, encouraging them to embrace diverse talent and inclusive practices. We will collaborate with our clients to help them understand the benefits of diverse teams and provide resources to support their own ED&I efforts.

3. Objectives

We will actively seek to attract, recruit, and retain a diverse workforce that reflects the communities we serve and the industries we operate in.

We will create an inclusive environment where employees are comfortable sharing their perspectives and feel encouraged to contribute fully to our organisation's success.

We will work to ensure that our policies, procedures, and practices promote fairness and equal opportunities for all employees.

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4. Responsibilities

Our leadership team is accountable for setting the tone, championing ED&I efforts, and providing the necessary resources to support these initiatives.

All employees are responsible for promoting ED&I within the workplace and in interactions with clients. They should actively contribute to an inclusive environment and encourage clients to adopt ED&I practices.

5. Recruitment and Client Engagement

We will ensure that our recruitment processes are unbiased and inclusive, attracting candidates from diverse backgrounds.

We will educate our clients about the value of diverse teams and offer guidance on inclusive hiring practices, helping them identify and attract a wider range of candidates.

6. Training and Education

We will provide ongoing training to employees and clients to enhance understanding of ED&I issues, encourage respectful communication, and promote the benefits of diverse and inclusive workplaces.

7. Collaborative Approach

We will collaborate with clients to understand their specific ED&I goals and tailor our services to align with their values and needs.

8. Reporting and Monitoring

We will regularly assess our internal ED&I efforts, track progress, and identify areas for improvement. We will also engage with clients to gather feedback on the effectiveness of our ED&I initiatives.

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9. Promoting Inclusive Leadership

We will encourage our clients to develop leadership teams that reflect the diversity of their workforce and customer base.

10. Review and Revision

This ED&I Policy will be reviewed annually to ensure its effectiveness, relevance, and alignment with changing societal expectations and legal requirements.

Conclusion

At FryerMiles, we believe that a commitment to ED&I is not only essential within our own workplace but also critical in shaping the future of work for our clients. By embracing this Equity, Diversity, and Inclusion Policy, we strive to create an inclusive environment and inspire positive change across the industries we serve.

This policy has been approved and endorsed by:

Joe Bradley
Managing Director
11th May 2022