

# EQUALITY, DIVERSITY AND INCLUSION POLICY (EDI)

Our EDI policy is based on our belief that everyone has the right to feel equal, valued and supported and to be given the opportunity to reach their full potential.

We are fully committed to helping people who are under-represented or disadvantaged within the communities we serve to find gainful, fulfilling and ongoing employment.

On gaining employment we are committed to ensuring that all our workers are treated with dignity and respect in the workplace. We actively foster an open and inclusive workplace where everyone feels valued for the part they play in the success of the organisation.

This EDI policy is based on the following definitions:

Equality – taking steps to ensure that people receive fair and equitable treatment

Diversity – accepting people are different and valuing these differences

Inclusion – taking steps to make sure that everyone is included and feels welcome

We seek to ensure equality for all in our day to day operations, combating all forms of discrimination on the basis of locality, race, colour, ethnic or national origins, religion and belief, gender, sexual orientation, marital status, disability or age.

Our policy and vision in regards to equality, diversity and inclusion applies to recruitment, training, pay, and conditions of contract for our workers. It also applies to delivery of service for customers, and strategic planning of the organisation.

We will achieve this by applying and embedding the Network Rail Fair Culture model into our working practices to ensure that we deliver our objectives in regards to equality, diversity & inclusion.

## Recruitment

Our recruitment campaigns are focused on achieving the principles of the Government's Local Employment Partnership (LEP). To achieve this we will run our recruitment campaigns in partnership with organisations who work closely with local offices, community centres and the media to ensure communication of work opportunities to the wider audience within the locality. In particular we will work to ensure that our vacancies are made available to:

- Individuals living within the immediate locality
- Long term unemployed
- People with a disability
- Homeless
- Lone parents
- Ethnic minority populations

- Older workers and under 24's
- Ex-armed forces

Through the implementation of our recruitment strategy and the commitment to our EDI policy we aim to contribute to local communities by providing gainful and meaningful employment allowing local people to contribute to the wealth and economic strength of the community they live in.

This policy will be communicated to all staff and they will be encouraged to report all breaches of this policy. ISSL is committed to dealing with issues of discrimination or harassment, sensitively and promptly.

### **Day to Day Operations**

ISSL will seek to ensure that:

- The content and demands of its work tasks are non-discriminatory and are appropriate to the knowledge and skills specified
- That the style and language of its documentation is readily understood and do not reflect stereotyped or biased attitudes
- That all individuals associated with management, training and assessment apply a fair and just process
- That there is an effective appeals procedure of which workers and candidates are made aware

### **Putting the policy into practice**

We will regularly review our practices and procedures to ensure that they do not discriminate, whether directly or indirectly. Changes will be made where it is found that they may be contravening, Equalities Act (current issue), Human Rights Act (current issue), Crime and Disorder Act (current issue), Anti-Social Behaviour Act (current issue), The Commission for Racial Equality Code of Practice and any other relevant legislation or codes of practice.

This policy will be communicated all staff, made available to our clients, suppliers and associates on request and regularly reviewed for effectiveness.



**Gary Beeston**  
**Managing Director**