

Equality, Diversity & Inclusion (EDI) Policy
Effective Date: 01 September 2025
Next Review Date: 01 September 2026

1. Purpose

Byrecroft Ltd is committed to promoting equality of opportunity, diversity, and inclusion across all areas of our business. We value the differences of our employees, subcontractors, clients, and partners, and we believe a diverse and inclusive workforce drives innovation, fairness, and business success.

This policy sets out our approach in line with the Equality Act 2010 and demonstrates our commitment to providing a workplace and service environment that is free from discrimination, harassment, and victimisation.

2. Scope

This policy applies to:

- All employees (permanent, temporary, apprentices, and agency staff).
 - Subcontractors, consultants, and suppliers engaged by Byrecroft Ltd.
 - All aspects of employment and work, including recruitment, training, development, promotion, and termination.
 - All services delivered to clients and interactions with the public.
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3. Policy Statement

- We will treat all individuals fairly and with respect, regardless of:
 - Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy or maternity
 - Race (including colour, nationality, ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
 - We will not tolerate discrimination, harassment, or victimisation in any form.
 - We will promote an inclusive environment where everyone feels valued and able to achieve their potential.
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4. Responsibilities

- Board of Directors – overall responsibility for ensuring equality, diversity, and inclusion across the business.
 - Managers & Supervisors – responsible for implementing this policy on site and within teams.
 - All Employees – expected to treat colleagues, subcontractors, and clients with respect, and to challenge inappropriate behaviour.
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5. Recruitment & Employment Practices

- Recruitment will be based on merit, qualifications, and business needs.
 - Job adverts will avoid discriminatory language and be accessible to a wide audience.
 - Interview and selection processes will be fair, consistent, and based on objective criteria.
 - Reasonable adjustments will be made for applicants and employees with disabilities.
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6. Training & Development

- All employees will have access to training and development opportunities.
 - Managers will receive guidance on equality, diversity, and inclusive leadership.
 - Apprenticeships and entry-level opportunities will be promoted to encourage a diverse workforce.
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7. Workplace Culture & Conduct

- We will foster an inclusive workplace where differences are respected and valued.
 - We will take all complaints of discrimination, harassment, or bullying seriously and address them promptly.
 - Breaches of this policy will be dealt with under disciplinary procedures and may result in dismissal.
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8. Subcontractors & Supply Chain

- We expect all subcontractors and suppliers to comply with equality and diversity legislation.
 - We may require evidence of their policies and practices as part of pre-qualification and contract management.
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9. Monitoring & Review

- We will monitor our workforce and recruitment practices to identify underrepresentation or barriers to inclusion.
 - We will review this policy annually to ensure it remains effective and compliant with legislation.
 - Progress will be reported to the Board and improvements implemented where necessary.
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10. Reporting Concerns

Employees or partners who believe they have been subject to discrimination or harassment should report their concerns to their line manager or directly to the Board of Directors. All concerns will be handled sensitively and confidentially.

11. Approval

Approved by the Board of Directors Byrecroft Ltd

Date Signed: 02 September 2025



Signed: _____

Name: Marc Thiart

Position: Director