



Diversity Policy

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Author	Corrine Ward
Approver	Kate Lincoln
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Date	24/01/2018
Contacts	w: www.risual.com
	e: enquiries@risual.com
	t: 0845 680 0077
	f: 01785 226555



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1 Policy Statement

risual is committed to treating all employees with dignity and respect, to value the diversity of our workforce and utilise the differences people bring to the business. The company is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

2 Scope

All employees, whether part-time, full-time, potential, permanent or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

3 risual's commitment

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. Action will be taken under risual's disciplinary procedure against any employee who is found to have instigated or participated in the intimidation, bullying or harassment of another employee. Serious breaches of this policy could be treated as gross misconduct and could render the employee liable to summary dismissal. Employees should bear in mind that they can be held personally liable for any act of bullying or harassment.
- Training, development and progression opportunities are available to all staff.
- To review all employment practices and procedures to ensure fairness.
- Breaches of this diversity policy will be regarded as misconduct and could lead to disciplinary proceedings.

4 Review and monitoring

This policy will be reviewed and monitored annually to ensure compliance and effectiveness.

5 GDPR

Data Protection rules apply regarding the processing and retention of personal information.

All information contained in this policy should be read in conjunction with your Contract of Employment.