

Equality and Diversity Policy

Purpose

Thornwood Design and Build is committed to fostering an inclusive and diverse workplace where all individuals are treated with respect and dignity. This Equality and Diversity Policy outlines our commitment to creating an environment free from discrimination and harassment, aligning with our 'Design. Build. Deliver.' ethos to ensure equality and diversity are integral to our business operations.

Scope

This policy applies to all employees, subcontractors, and stakeholders involved in our projects' design, planning, and construction. It covers all aspects of our operations, from initial client consultation to post-project evaluation and aftercare.

Our 'Design. Build. Deliver.' Ethos and Its Relation to Equality and Diversity

Design.

At Thornwood Design and Build, our commitment to equality and diversity begins with the design phase. We ensure that our design processes are inclusive, considering the diverse needs and perspectives of our clients and the communities we serve. By incorporating universal design principles, we aim to create spaces that are accessible and welcoming to all.

Build.

In the build phase, we strive to maintain a workforce that reflects the diversity of our society. We are committed to fair hiring practices, providing equal opportunities for all employees regardless of their background. Our construction sites are managed to ensure a respectful and safe environment where diversity is valued and celebrated.

Deliver.

Delivering projects that embody our commitment to equality and diversity is the culmination of our efforts. We ensure that our projects not only meet the functional and aesthetic requirements of our clients but also promote inclusivity and accessibility. Our engagement with clients and communities throughout the project lifecycle emphasizes transparency, respect, and collaboration.

Equality and Diversity Objectives

1. **Equal Opportunities:** Provide equal employment opportunities for all, irrespective of race, gender, age, disability, sexual orientation, religion, or any other characteristic.
2. **Inclusive Culture:** Foster a culture of inclusion where diversity is celebrated, and everyone feels valued and respected.
3. **Training and Development:** Offer training programs that enhance understanding and appreciation of diversity and equip employees to prevent and address discrimination and harassment.
4. **Fair Treatment:** Ensure all employees, subcontractors, and clients are treated fairly and with respect in all interactions.
5. **Community Engagement:** Engage with diverse communities to ensure our projects meet their needs and promote social inclusion.

Equality and Diversity Principles

1. **Non-Discrimination:**
 - Prohibit discrimination and harassment in any form.
 - Implement procedures to address and resolve complaints promptly and effectively.
2. **Diverse Workforce:**
 - Recruit and retain a diverse workforce.
 - Encourage applications from underrepresented groups.
3. **Training and Awareness:**
 - Provide regular training on equality and diversity.
 - Raise awareness about the benefits of a diverse and inclusive workplace.
4. **Inclusive Practices:**
 - Ensure all policies and practices promote inclusivity.
 - Regularly review and update policies to reflect best practices in equality and diversity.
5. **Community and Client Engagement:**
 - Engage with diverse communities to understand and meet their needs.
 - Ensure client interactions reflect our commitment to equality and diversity.

Responsibilities

- Management: Ensure the effective implementation of the Equality and Diversity Policy and provide the necessary resources.
- Equality and Diversity Team: Oversee equality and diversity activities, conduct audits, and performance report.
- Project Managers: Ensure project-specific equality and diversity plans are developed and adhered to.
- Employees and Subcontractors: Comply with equality and diversity procedures and contribute to a respectful and inclusive workplace.

Review and Continuous Improvement

This Equality and Diversity Policy will be reviewed annually to ensure its continuing suitability, adequacy, and effectiveness. Changes to the policy will be communicated to all employees and stakeholders.

By adhering to this Equality and Diversity Policy, Thornwood Design and Build commits to fostering a workplace where everyone feels valued and respected, and where diversity is a key driver of our success in delivering high-quality construction projects.

Signed: Thomas Burton

Date: 1st April 2024



Position: Founder & Managing Director