



*Wingspan Consulting Ltd*

## **Equality and Diversity Policy**

We are committed to promoting equality and diversity in all areas of our operations, including:

- The recruitment and treatment of our staff
- Working with sub-contractors and other business partners
- The goods and services we procure, and our use of resources
- The business opportunities we choose to pursue, and the services we offer to our clients
- The ways in which we deliver our services, including the treatment of all individuals and groups involved in any research or consultation we undertake
- All internal and external communications produced by the company

We comply with all relevant legislation on equality and diversity, including the Equality Act 2010. This means we will avoid direct discrimination, discrimination by association, perception discrimination, indirect discrimination, harassment, third party harassment and victimization towards our staff and third parties on any grounds including legally defined 'protected characteristics':

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

More generally, we strive to achieve best practice in relation to equality and diversity, and we adhere to the RESPECT Code of Practice for Socio-Economic Research. This is a pan-European code that commits us to legal compliance, upholding scientific standards and the avoidance of social and personal harm in all research activity.<sup>1</sup>

To achieve our policy goals, we will ensure that:

- All of our staff, sub-contractors and other business partners are aware of, and committed to implementing, our Equality and Diversity Policy
- All of our staff have an up-to-date understanding of equality and diversity issues in general, and of equality and diversity issues associated with the operations of our business in particular
- All of our staff have access to appropriate training and development on equality and diversity issues
- We periodically review all aspects of our business performance in terms of their implications for equality and diversity
- We periodically review our Equality and Diversity Policy

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Policy last reviewed: December 2021

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<sup>1</sup> For further information, see: <http://www.respectproject.org/code/>