



Diversity Policy

Bishop's Move is unequivocally committed to the goal of fostering mutual respect and understanding between individuals and its constituent communities and promoting a quality of opportunity amongst staff.

Bishop's Move aims to provide a working environment which is free from unfair discrimination and will give staff the opportunity to fulfil their personal potential. All individuals are treated with dignity and respect, regardless of sex, sexual orientation or marital status.

Policy Statement

Bishop's Move is committed to providing a complete working environment where everyone feels valued and respected, with the diversity of people, products and services being at the heart of the business mission.

Bishop's Move has a diverse employee base that expects to be treated fairly in respect of their dealing with colleagues, clients, suppliers and the communities in which the company operates.

Bishop's Move is committed to equality of opportunity in all areas of employment and business. Employees are encouraged to reach their full potential regardless of their age, gender, marital status (including Civil Partnerships), disability, nationality, colour, ethnic origin, sexual orientation or religious affiliation. The Company will not tolerate discrimination or harassment on any of these grounds.

Bishop's Move is committed to treating all current and potential colleagues fairly and with respect. Bishop's Move promotes diversity in all areas of recruitment, employment and promotion and provides equal training opportunities to all its employees.

Bishop's Move recognises that diversity is a positive attribute and understands and welcomes the differences that a diverse culture brings. Bishop's Move is fully committed to treating people equally and value openness, accessibility, fairness and transparency, with the equality of opportunity for everyone within the Company.

Employer's Responsibility

- To comply with this policy
- To value diversity in society and in the workforce as a means of broadening the Group's talent base, achieving the highest levels of performance and enabling all employees to reach their full potential
- To encourage all employees to develop their skills and qualifications and to take advantage of the promotion, development and training opportunities the Company offers
- To identify the various behaviours and barriers that discrimination can take and understand the negative effect these can have on the Group and its' employees and clients.
- To dispel the myth that only certain types of people are suitable for certain types of jobs or training
- To monitor the application of the Diversity Policy and work towards eliminating any discriminatory practices.



Employee Responsibility

- To comply with this Diversity Policy
- To be aware of the various behaviours and barriers that discrimination can take and understand the negative impact these can have on the Group, colleagues and sub-contractor workforce.
- To have the responsibility to ensure the policy is put into practice and to be sensitive to the potential impact of our own behaviour on colleagues and clients
- To co-operate with management in the elimination of any discriminatory practices that may be identified.
- To have in place and issue to all workers a Diversity Policy
- To ensure that the Policy is fully explained to all workers
- To undertake Equal Opportunities/Sexual Discrimination training for all Managerial/Supervisor staff who deal with recruitment, promotion, grievance and disciplinary matters
- To ensure that all our personnel understand and fully implement our Company's Policies and objectives and are able to perform their duties effectively through an ongoing development training programme.

Complaints

All complaints will be dealt with seriously, promptly and confidentially. Any employee found to have breached the Diversity Policy may be subject to disciplinary action under the Company's Disciplinary Procedure.

Bishop's Move believes that valuing colleague's individual differences gives the Company the competitive edge to deliver our mission to be a fair and diverse Company. It requires each and every employee to commit and co-operate in order to achieve this aim.

Alistair Bingle

Chief Operating Officer