

WILLIAM TURNER

**Equality,  
Diversity &  
Inclusion (EDI)  
Policy**

June 2025

# Our Commitment

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At William Turner Ltd, we are proud of the diversity within our workforce and committed to fostering an inclusive and equitable working environment where everyone feels respected, valued, and empowered to thrive.

We actively promote equality of opportunity in all areas of employment and do not tolerate discrimination, harassment, victimisation, or bullying on the basis of (but not limited to):

- Age
- Disability
- Gender or gender identity
- Race or ethnicity
- Religion or belief
- Sexual orientation
- Marital or civil partnership status
- Pregnancy or parental status
- Socioeconomic background

We believe that embracing a variety of perspectives, experiences, and backgrounds leads to greater creativity, innovation, and organisational strength.

# Our Objectives

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We are committed to:

1. Creating a safe and respectful workplace for all employees, clients, and visitors—free from discrimination, harassment, or bullying of any kind.
2. Providing equal access to employment, training, and development opportunities, ensuring that all employees can reach their full potential.
3. Recruiting fairly and inclusively to attract a workforce that reflects the diverse talent and skills of our local and wider communities.
4. Embedding fairness and equity in all areas of our policies, procedures, and everyday practices.
5. Taking proactive steps to address inequality and remove barriers to participation or progression.
6. Encouraging openness, dialogue, and accountability, where everyone feels safe to speak up about EDI concerns or share ideas for improvement.

# Implementation Approach

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To fulfil our commitment, we will:

- Ensure all job advertisements and recruitment processes are inclusive and free from bias.
- Provide mandatory training on equality, diversity, and inclusion for all staff and managers.
- Conduct regular audits and reviews of our policies, practices, and pay structures to ensure fairness.
- Support career development and progression opportunities for all, especially underrepresented groups.
- Offer flexible working arrangements wherever possible to support work-life balance and inclusion.
- Establish and promote channels for reporting concerns, and handle all reports of discrimination or harassment seriously and confidentially.

# Leadership and Accountability

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Responsibility for the success of this policy lies with:

- Senior Leadership, who will actively champion diversity and inclusion.
- Line Managers, who must lead by example, promote inclusive practices, and support their teams fairly.
- All Employees, who are expected to treat colleagues and clients with dignity and respect.

# Monitoring and Review

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**This policy will be:**

- Reviewed annually or in response to legislative changes or significant organisational developments.
- Supported by measurable objectives and outcomes to track progress.
- Informed by employee feedback and ongoing consultation with staff at all levels.

# Conclusion

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By creating a workplace culture built on respect, equity, and inclusivity, William Turner Ltd aims to be a business where every individual feels a sense of belonging—and where diverse talent can flourish.

Signed: .....

Position: Managing Director

Print Name: Bruce Freeland

Date of Issue: .....

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