

Equality Policy

Our Commitment

Townmore is committed to promoting equality, diversity and inclusion across our business.

We believe that everyone should be treated fairly, respectfully and with dignity. We are committed to creating a working environment where people are valued for their contribution, where difference is respected, and where employment, development and progression opportunities are based on ability, performance and potential.

Townmore does not tolerate unlawful discrimination, harassment, victimisation or unfair treatment in any form.

Scope of this Policy

This policy applies to all employees, workers, directors, managers, subcontractors, consultants, agency workers, job applicants, clients, suppliers and others who interact with Townmore in the course of our business.

It applies to all aspects of employment and working life, including recruitment, selection, promotion, training, development, pay and benefits, performance management, disciplinary and grievance processes, redundancy, access to opportunities and day-to-day workplace behaviour.

Equal Opportunity

Townmore is committed to providing equal opportunity and fair treatment regardless of personal background or characteristics protected by applicable equality legislation.

We are committed to ensuring that employment decisions are made objectively and without bias. Recruitment, promotion and development decisions will be based on relevant skills, qualifications, experience, competence, performance and business requirements.

We will not tolerate discrimination on grounds including, but not limited to, age, disability, gender, civil or marital status, family status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sexual orientation, gender reassignment, membership of the Traveller community, or any other protected status under applicable law.

Inclusion in Practice

Townmore recognises that an inclusive workplace is one where people feel respected, supported and able to contribute fully.

We will work to promote inclusion by:

- Encouraging respectful and professional behaviour at all times.
- Supporting fair and transparent recruitment and progression practices.
- Making reasonable accommodations or adjustments where required and appropriate.
- Promoting awareness of equality, diversity and inclusion across the business.
- Challenging inappropriate behaviour, bias or exclusion.
- Encouraging open communication and early resolution of concerns.
- Ensuring that complaints are taken seriously and addressed appropriately.

Responsibilities

Everyone at Townmore has a role to play in supporting equality and inclusion.

Our leadership team is responsible for promoting a culture of fairness, respect and accountability. Managers are responsible for applying this policy consistently and ensuring that employment decisions are fair, objective and properly considered.

Employees, subcontractors and others working with Townmore are expected to treat colleagues, clients, visitors and project partners with courtesy, dignity and respect. They are also expected to avoid behaviour that could reasonably be viewed as discriminatory, offensive, intimidating or exclusionary.

Raising Concerns

Townmore encourages anyone who believes they have experienced or witnessed discrimination, harassment, victimisation or unfair treatment to raise the matter promptly through the appropriate internal channel.

Concerns will be treated seriously, handled as sensitively and confidentially as possible, and addressed in line with applicable procedures. Townmore will not tolerate retaliation or victimisation against anyone who raises a concern in good faith or participates in an investigation.

Ongoing Commitment

Townmore is committed to reviewing and improving our approach to equality, diversity and inclusion. We recognise that this is an ongoing responsibility and an important part of building a professional, progressive and respectful organisation.