

## **Equality and Diversity Policy**

**D2-GLB-BMS-POL-002**

**24/09/2025**

## Document Control Sheet and Version History

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## 1. Equality & Diversity Policy Statement

D2 Global is committed to creating and sustaining a positive and supportive working environment for our staff, where staff are equally valued and respected.

Diversity - We view the diversity of our staff and students as a great asset.

Equity - We believe in the equitable treatment of all.

Global is a non-discriminatory organisation with a belief in giving equal opportunity and support to all, no matter what race, gender or sexual orientation.

This policy covers all areas of employment: recruitment and selection, terms and conditions, promotion, transfer, training, appraisal, and selection for redundancy

This policy applies to all conduct in the workplace and also to conduct outside of the workplace that is related to your work (e.g. at meetings, social events and social interactions with colleagues) or which may impact on D2 Global's reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to D2 Global).

### 1.1 Commitment to equality and diversity

D2 Global believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement in the workplace.

To this end, D2 Global acknowledges the following basic rights for all members and prospective members of its community:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices
- to receive encouragement to reach their full potential.
- D2 Global will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, contractor, job applicant or visitor because of a protected characteristic as noted in the Equality Act 2010:
  - sex.
  - gender reassignment.
  - marriage and civil partnership.
  - pregnancy and maternity

- race (including ethnic origin, colour, nationality and national origin).
- disability.
- sexual orientation.
- religion and or belief.
- age.

In addition, D2 Global will comply with all relevant legislation and good practice and commit to the following:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

## 1.2 Dealing with discrimination

Bullying, harassment or victimisation of any individual will not be tolerated, and any allegations will be taken seriously and dealt with appropriately under the misconduct procedure.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. D2 Global will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably as a result.

## 1.3 Reporting & Handling Complaints

If an employee experiences or witnesses' discrimination, they should:

- Report it to their line manager or HR in confidence.
- Use the grievance procedure if a formal complaint is required.
- Be protected from retaliation for raising concerns in good faith.

All complaints will be investigated promptly and fairly, with appropriate action taken where necessary.

## 1.4 Equal Opportunities

D2 Global believes that its workforce should reflect the community and that all groups within that community should have an equal share of the company's employment opportunities, regardless of gender, colour, race or creed. D2 Global is a non-discriminatory organisation with a belief in giving equal opportunity and support to all, no matter what race, gender or sexual orientation.

Procedures will ensure those qualifications; skills and previous experience are called for only where it is necessary to do the job. It is not enough just to say; "We do not discriminate".

This policy will be reviewed at least annually for its effectiveness and compliance will be monitored through regular inspections and audits.