
Reviewed: 13th December 2023

Next review: December 2025

Diversity, Equity and Inclusion Policy



**Tyler
Grange**

Diversity, Equity and Inclusion Policy

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Introduction

At Tyler Grange we are committed to promoting and supporting diversity, equity and inclusion across our teams and throughout our activities.

This policy exists to summarise our understanding of these terms and connect them with our wider values.

It also includes a Diversity, Equity and Inclusion statement for use on our website and recruitment materials.

Diversity:

The fact of there being people of many different characteristics and backgrounds within a single group (e.g a workforce).

Equity:

The situation in which everyone is treated fairly according to their needs, recognising that different needs require different treatment for the outcome to be considered fair.

Inclusion:

The state in which everyone can use the same facilities, take part in the same activities and enjoy the same experiences.¹

TG Values

Our values were established with the founding of the company. They are what hold us together and guide us in everything we do.

Caring:

We often ask ourselves, what can we do to make our people's lives better? One answer is that we can provide the appropriate support to ensure everyone can reach their potential within the workplace.

Belonging:

We are a connected family who work together, play together and champion each other. That means making sure that everyone feels welcome within our family.

¹ Definitions based on those found in the Cambridge Dictionary (<https://dictionary.cambridge.org/>)



Opportunity:

We incentivise everyone at Tyler Grange to try new things, learn and grow. It is therefore important that we provide equitable access to these opportunities and facilitate extra training for those who need it.

Enjoyment:

We enjoy working hard, learning and growing together. We would like to help everybody experience enjoyment in their role, not just the few.

Honesty:

Openness, clarity and honesty are intrinsic to how we communicate. That means we will always welcome feedback on how to do better if we are not getting something quite right.

Diversity, Equity and Inclusion Statement

At Tyler Grange, we each strive to embody our company values of caring, belonging, opportunity, enjoyment and honesty. An integral part of this means embracing diversity, providing equitable support and facilitating inclusion across our teams and throughout our activities. We are proudly working towards making a positive impact on our people, our clients and our communities in this way.

Reviewed:

Signed Allie Mason

Name Allie Mason
Position Talent Coordinator

Date: 13/12/2023

Signed Simon Ursell

Name Simon Ursell
Position Managing Director

Date: 13/12/2023

