



Civil & Structural
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POLICY DOCUMENT 3

EQUALITY, DIVERSION AND INCLUSION

It is the policy of BdR (Civil and Structural Engineering) Limited to appoint, develop and promote staff on the basis of merit and abilities and not to discriminate on the basis of any protected characteristic as defined by the Equality Act 2010.

BdR accepts its statutory obligations under the Equality Act 2006 and the Equality Act 2010 and observes, as far as is possible, the requirements and codes of practice of the Equality and Human Rights Commission.

ACTION REQUIRED

- Job advertisements are to be drawn up in such a way as to ensure that all applicants are aware that they will be treated equally
- Job descriptions shall not be prejudicial against a member of staff on account of any protected characteristic as defined by the Equality Act 2010, which includes their ethnic origin, disabilities, sex, sexual orientation, gender re-alignment, religion, religious belief or age.
- Staff development and promotion shall focus on the professional abilities of the staff and shall ensure that equal opportunities are afforded to all members of staff
- Salaries shall be reviewed strictly on the basis of merit
- The operation of this Equality, Diversity and Inclusion Policy is to be regularly monitored
- All staff are encouraged to undertake training for EDI provided by BdR Health & Safety Training provider. Certificates will be issued upon completion.

RESPONSIBILITIES

- It is the responsibility of the Company management to ensure that all job applicants and current members of staff are treated equally as required by this Equal Opportunities Policy.
- It is the responsibility of any member of staff preparing written information to ensure that the actions required by this policy are followed.
- It is the responsibility of every member of staff to treat all other members of staff, potential members of staff, clients, suppliers and others with whom the Company has contact, with respect and without discrimination against any protected characteristic.

Review date: 08-07-2025
Next review date: 08-07-2026

Signed:

Shaun Best
Managing Director

