



EQUALITY AND DIVERSITY POLICY

Executive summary

Equality and diversity underpin all of our work and is at the heart of what we are and what we do. Our commitment goes beyond the legal requirements of equalities legislation. The Policy Statement gives a clear direction to all and will help us to continue to value all members of our staff, contractors, and visitors. This will be achieved by providing a fair, supportive and discriminatory-free environment that promotes equality of opportunity and values diversity. We believe this can be done through creating mutual understanding and a learning environment based on respect and celebrating differences between individuals, as well as utilising their talent and experiences.

Opportunities and challenges

TARANIS ENGINEERING LTD recognises Bristol and the Southwest region as an increasingly diverse and vibrant part of the United Kingdom. We are committed to supporting this richness and complexity while creating an environment where people can work and learn with each other and with respect and dignity. We recognise that this wealth of diversity brings both opportunities and challenges for all and we aim to support the needs of all members of our community and achieve the highest possible standards in education delivery, employment practices and decision-making.

As an influential Civil Engineering provider and employer, we must contribute to an inclusive and integrated Bristol and ensure that we create strong alliances and partners at all levels. We promote equality and diversity whenever possible to support all our communities in realising their full potential. To achieve this, we seek to work with all sectors, voluntary, public, and private, to maximise and diversify our efforts. **TARANIS ENGINEERING LTD** is committed to working in an inclusive way with all the communities in which we are geographically located, and to develop a workforce, clients and Suppliers that reflects Bristol's and the Southwest region's rich diversity and vibrancy.

Defining equality and diversity

These terms are often used interchangeably. Equality is about fairness. It underpins and is at the heart of all that we are and all that we do. Equality goes well beyond just equal opportunities. To tackle traditional disadvantage and exclusion we aim to embed equality across all aspects of our work. This includes a commitment to having services that are of equal value to everyone and recognise that this might mean different services to suit diverse needs. The word 'diversity' means a range of difference. We want to acknowledge and value this range of difference, whether in individuals, groups or in communities. As an employer, we aim to recruit, train, develop and support staff fairly. We want to have a culture of learning and of sharing good practice. We welcome different perspectives, skills, and backgrounds. We recognise that equality issues are complex and straddle more than just those equality strands that protect groups in equalities legislation: race and ethnicity, disability, gender, sexual orientation, religion or belief and age. Life circumstances and opportunities also affect us, and we need to take account of issues such as cultural and economic background, access to education, physical and social environment, and health.

A leader on equality and diversity

TARANIS ENGINEERING LTD believes it has a role and duty in promoting excellence in equality and diversity practice. This goes beyond compliance with the equality legislation to use innovation and creativity to nurture the development of best practice.

We intend to promote equality and prevent discrimination through our roles as:

- A Civil Engineering Service provider;
- An employer.

We will follow best practice in all equality areas and work to:

- eliminate unlawful discrimination;
- promote equality of opportunity;
- eliminate bullying and harassment;
- promote good relations between different groups in our community;
- celebrate what we have in common and capitalise on our diversity; and
- recognise and take account of people's differences.



Meeting our commitment

We know that words are not enough. We need to put our commitment into action. **TARANIS ENGINEERING LTD** will:

- Lead from the top. The Senior Management Team will take an active role in mainstreaming equality and diversity in all areas of work.
- Comply with the spirit and the letter of equalities legislation.
- Equality Analysis (EqA) assess new and existing strategies, policies, practices, procedures, programmes, projects, services and decisions.
- Monitor and review our work in order to be alerted to any unfairness.
- Learn from complaints.
- Encourage and support the development of innovative projects that promote equality of opportunity.
- Work with our communities to ensure that their needs are taken into account in planning services.
- Create partnerships and alliances across the city and region to ensure that all sectors benefit from our work activities and services across the community.
- Share good practice and joined-up thinking with other companies.
- Foster greater understanding and trust with the different equality groups and communities.
- Treat everyone fairly and with respect.

Valuing our workforce

TARANIS ENGINEERING LTD wants to deliver an innovative, effective, and value-for-money service. This is not possible without investment in our employees. To recruit and retain a motivated and professional workforce which reflects the local diversity and beyond, we will:

- Ensure our human resources policies are fit-for-purpose and review them regularly.
- Act robustly to challenge and eliminate prejudice, bullying or harassment.
- Support recognised trade unions and staff forums.
- Regularly review our workforce monitoring figures and take action where appropriate.
- Use a variety of different methods to attract and retain staff from all equality backgrounds.
- Comply with all equalities-related employment legislation.
- Make reasonable adjustments for staff with particular needs.
- Train staff in equality and diversity issues to enable them to carry out their jobs in a way that reflects the ethos of the organisation.
- Encourage open, honest discussion about issues which support personal development and a learning culture.
- Continue to develop a workforce that is reflective of the diversity mix of the area.

Unacceptable behaviour will not be tolerated at TARANIS ENGINEERING LTD.

Authorised and Signed on Behalf of **TARANIS ENGINEERING LTD**

Signed: *J.Salter*

J.Salter - Director

Reviewed Date: 05.01.2026