



# **EQUALITY, DIVERSITY AND INCLUSION (EDI) CHARTER**

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(EDI) CHARTER**

Date: 17/08/2020

# VERSION CONTROL

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At UKFast we believe that everyone matters and that it is important to be able to be yourself at work. We want you to feel comfortable bringing your whole self to work – whoever you are, wherever you are from, and whatever your background. We should celebrate our differences and make the most of the valuable difference in perspectives that embracing diversity brings.

## EQUALITY, DIVERSITY AND INCLUSION (EDI)

For us, equality is about making sure that everyone has the same opportunities. No one should ever be treated differently because of their characteristics.

Diversity is about taking account of the differences between people as individuals or as groups, appreciating and seeking out the value that these differences bring.

Inclusion is about our behaviour. It means we will understand, accept and, most importantly, value the differences between people, including those:

- Of different races, ethnicities, genders, age, religions, disabilities, and sexual orientations
- With differences in education, personalities, skill sets, experiences, and knowledge bases.

## OUR COMMITMENTS

Our approach is not about being politically correct, ticking a box, or paying lip service to issues of equality. We want to make equality, diversity, and inclusion simply the way we do business.

To do this we will make sure that:

- Our recruitment and selection processes are inclusive, and that we work to achieve best practice in all our recruitment, retention, and career progression practices
- Our employment policies and practices support the development and retention of an inclusive and diverse workforce, as well as align with industry best practice
- We support and encourage our equality, diversity, and inclusion work groups to help them realise their ambitions in our business
- We share best practice from inside and outside our business
- We understand how we are doing through surveys and team feedback
- We publish an internal report annually based on the metrics that our diversity groups create
- The overall responsibility for delivering on this Charter's commitments will be with the HR Director.

## OUR AMBITION

To make sure that this Charter truly reflects our way of business life, we will be working towards a set of metrics and advocacy that will enable us to be recognised by relevant bodies such as Stonewall, Women in Tech and Inclusive Companies for the great job we are doing.