

Policy

Tuffin Ferraby Taylor is committed to providing services which embrace diversity and which promote equality of opportunity. As an employer we are also committed to equality and valuing diversity within our workforce. Our goal is to ensure that these commitments, reinforced by our Values, are embedded in our day to day working practices with all our clients, colleagues and partners.

We will demonstrate our commitment by:

- Promoting equality of opportunity and diversity within the communities in which we work and with all our partners and workforce;
- Aiming to build a workforce which reflects our client base, within the diverse communities in which we work;
- Treating our clients, colleagues and partners fairly and with respect;
- Promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this;
- Recognising and valuing the differences and individual contribution that people make;
- Providing support and encouragement to staff to develop their careers and increase their contribution to the partnership through the enhancement of their skills and abilities;
- Building in legislative requirements and best practice to all our employee policies and procedures and supporting these with appropriate training and guidance.

Every person working for TFT has a personal responsibility for implementing and promoting these principles in their day-to-day dealings with clients, with each other and with partners. Inappropriate behaviour is not acceptable.

We will measure and report on the effectiveness of our service delivery and employee policies and processes in relation to these principles. This information will be used to inform future policy and to enhance business processes.