

ATQ Consultants' Equality, diversity and inclusion policy

1. Purpose and commitment

ATQ Consultants (ATQ) is actively committed to demonstrating and promoting a culture of equality, diversity and inclusion. We are committed to:

- fair and unbiased treatment of other people within and outside our organisation at all times;
- complying with all requirements of equalities legislation and avoiding discrimination;
- being inclusive in everything we do, and recognising diversity, structural inequality and difference; and
- creating a working environment in which everyone feels that their contribution matters, and that they are able to perform to their full potential, no matter their background, identity or circumstances.

2. Scope

ATQ is a micro enterprise and a “Director only” company and our commitment to the principles set above applies not only or mainly to our dealings with each other as employees, but also to our relationships with a much wider range of organisations and people with whom we work, or with whom we have relationships as a result of our work. These include, but are not limited to:

- **The organisations and individuals with whom we work in partnership to deliver services.** We will actively seek partner organisations and associates who share our values and will avoid discrimination and bias in the selection of partners, associates and subcontractors.
- **Our clients and their employees.** The principles set out in this policy apply equally to our clients and their employees. We will:
 - ~ ensure that the services we provide to our clients avoid bias and discrimination; and
 - ~ where relevant (for example when our client is a voluntary, community or social enterprise) support our clients in their own efforts to promote diversity and inclusion, and to deliver services which are accessible and tailored to the needs of service users and others who may themselves face disadvantage and discrimination.
- **Other stakeholders.** ATQ works with a wide range of stakeholders across all sectors and at all levels within organisations, and frequently engages directly with service users who are vulnerable and excluded. We will apply the above principles of fairness, avoidance of bias and discrimination, promotion of inclusivity and valuing of divergence to everyone we work with, at all levels, within and outside stakeholder organisations.

3. Promoting equality and avoiding discrimination

ATQ is committed to meeting its obligations and duties under the Equality Act 2010 and to promoting equality both in the provision of services and in our employment practices. We will not unlawfully discriminate against any person with whom we work because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

We will, where necessary or if requested, make reasonable adjustments to enable any person with whom we work or engage, in any organisation, to be fully effective and avoid disadvantage as a result of disability or physical or mental health challenges.

4. Wider commitment to diversity and inclusion

Our commitment goes wider than the narrow requirement to comply with legislation and we will value difference and diversity, and challenge discrimination and exclusion on all grounds.

We have adopted the 'Social Graces' framework (illustrated overleaf) to inform and guide our wider commitment to diversity and inclusion. This recognises that we should value difference and challenge discrimination as a result of a much wider range of identity factors including:

- **G:** Gender, Gender Identity, Geography.
- **R:** Race, Religion.
- **A:** Age, Ability, Appearance.
- **C:** Class, Culture.,
- **E:** Education, Ethnicity, Employment.
- **S:** Spirituality, Sexuality, Sexual Orientation.

Our Directors have been trained in the application of this framework and its underlying principles and we will use it to promote dignity and respect for all, and a culture where individual differences, backgrounds, experiences and contributions are recognised, celebrated and valued.

5. Responsibility for this policy

This policy has the full support of the Directors of ATQ and was approved by the board of ATQ in October 2023.

Lead responsibility for this policy within ATQ rests with Neil Stanworth, Director.

6. Review of this policy

This policy was reviewed, revised and updated in September 2023 and will be reviewed again in September 2025.

The Social Graces Framework

