

EQUALITY & DIVERSITY

- THE EFFECTS

BRYEN
LANGLEY

Bryen & Langley's Equality and Diversity Policy is ingrained into the day to day running of the company. This has given sections of our workforce protection from situations that could have caused them discomfort or distress in the past and there is now a clear reporting and investigation line from the complainant through site and project managers and on to the Managing Director.

It has made people in the company more considerate and aware of their words and actions, and they understand that breaches of the policy will not be tolerated in any form.

In our recruitment processes, the need for diversity in the workforce is emphasised to those involved in the process. Recruitment processes take this into account and follow a set path from advertising through to interview.

The ethos of the company is very much based on inclusion in the team and building good relationships with our clients and suppliers.

As the policy is review every year, consultation with representatives of the workforce comment on the existing policy and if changes are needed, they are made.

Likewise, if legislation changes, so the policy changes to reflect this.

It is an ever developing document, there for the protection of all staff.