



## EQUALITY AND DIVERSITY POLICY (incorporating bullying and harassment)

Bluestone Planning is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

Bullying and harassment will not be tolerated, and could result in a warning that the bully or harasser could be suspended or dismissed without notice or other disciplinary sanctions. All employees have a responsibility to comply with this Policy and should ensure that their behaviour towards colleagues does not cause offence and could not in any way be considered to be bullying or harassment.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

This policy is fully supported by senior management and has been agreed with employee representatives.

'Bluestone Planning' is the trading name of Bluestone Planning Partnership LLP (Limited Liability Partnership)  
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## Bluestone Planning

The policy will be monitored and reviewed annually and an Action Plan to regularly review the effectiveness of the policy will be implemented.

The Action Plan will involve the following:

- Annually review the policy and other company policies and practices to ensure consistency with the law and fair treatment of all employees
- To be carried out by the Directors in conjunction with an employee representative
- The findings will be made available to all employees together with details of any measures to be implemented as part of the review process



This Policy will be reviewed in June 2025