



Equality & Diversity Policy

T B Decorating Services Ltd believes:

“In treating everyone the same, regardless of their differences and creating an organisation in which the differences individuals bring are valued and used”.

We believe there are five factors for improving equality and diversity;

- **Commitment** - understanding the concept, owning and leading the work at the highest levels and committing adequate resources.
- **Consequences** - consequences for discrimination and unacceptable work environments.
- **Involving users** - consulting the actual and potential users of services about their needs and requirements.
- **Mainstreaming equality and diversity** - integrating equality and diversity into day to day work, and translating policy into practice.
- **Sustainability** - continuously striving to counter discrimination and promote diversity, reviewing performance and setting new targets.
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Approval for this statement

This statement was approved by the Board of Directors on 4th September 2017

Mrs. Claire Clancy (Director)

Claire Clancy

4th September 2017