

Diversity, Equity & Inclusion Policy

Design Works (Cumbria) Ltd is committed to fostering a diverse, equitable and inclusive workplace where all individuals are treated fairly, with dignity and respect. This policy sets out how we embed DEI principles into recruitment, employment practices, compensation, training and decision-making.

1. Commitment to Diversity, Equity and Inclusion

Designworks is committed to providing equal opportunity in employment and does not discriminate on the basis of age, disability, gender identity or expression, marital status, pregnancy or parental status, race, ethnicity, nationality, religion or belief, sex, sexual orientation or any other protected characteristic.

We recognise that diversity strengthens our organisation and that equitable systems are necessary to ensure fair outcomes for all.

2. Inclusive Recruitment and Job Advertising

All job postings include a clear statement of our commitment to diversity, equity and inclusion. We actively encourage applications from individuals from underrepresented or marginalised groups.

We review job descriptions, role requirements and selection criteria to ensure language is inclusive, accessible and proportionate to the role. This includes avoiding unnecessary barriers such as excessive experience requirements where they are not essential to job performance.

3. Training and Awareness

Designworks provides training and guidance for all employees on topics related to diversity, equity and inclusion. This may include inclusive behaviour, unconscious bias, accessibility awareness and respectful workplace practices.

Training is reviewed annually to ensure relevance and effectiveness.

4. Diversity Improvement Goals

We set specific and measurable diversity improvement goals appropriate to the size and structure of our organisation. These goals may relate to recruitment practices, learning access, leadership development or workforce representation.

Progress against these goals is reviewed annually by the Managing Directors and used to inform future actions.

5. Pay Equity and Fair Compensation

Designworks conducts periodic pay equity analysis to assess whether compensation is fair and equitable across gender, ethnicity and other relevant demographic factors, where data is available and voluntarily provided.

Where disparities are identified that cannot be objectively justified by role scope, experience or performance, we commit to implementing corrective actions through compensation review or policy improvement.

Salary ranges and progression principles are applied consistently and transparently.

6. Monitoring and Data Protection

Any demographic data collected is voluntary, anonymised where possible, and handled in accordance with UK GDPR requirements. Data is used solely to support fairness, equity and improvement.

7. Responsibility and Governance

The Managing Directors are responsible for implementing this policy, monitoring progress and ensuring compliance. DEI considerations form part of governance review, workforce planning and performance discussions.