

Equality and diversity

Outlining our commitment to equality and diversity policies.

We are committed to providing equality of opportunity and eliminating all forms of discrimination, harassment and bullying. We promote a good and harmonious working environment in which everyone is treated with respect and will not tolerate discrimination, bullying and harassment of any kind.

Our employees and individuals working under contract arrangements are required to assist us to meet our commitment to provide equal opportunities in employment and avoid unlawful discrimination.

Public sector equality duty

The Public Sector Duty came into force on 5 April 2011. In line with its requirements, we are committed to having due regard to:

- eliminating unlawful discrimination, harassment and victimisation
- advancing equality of opportunity between different groups
- fostering good relations between different groups

Gender Pay Gap report

Gender Pay Gap legislation introduced in 2017 requires all employers of 250 or more employees to publish their gender pay gap data annually. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

[Gender Pay Gap Report 2019](#)

[Gender Pay Gap Report 2018](#)

[Gender Pay Gap Report 2017](#)

Diversity report

Our annual diversity report aims to build on previous reports and presents a high-level summary and overview of equality data, including workforce profiles and monitoring data information on employment activities.

[View Diversity report: July 2017 as PDF](#) (774.28 KB)

Equality and diversity objectives

Our equality and diversity objectives report sets out equality priorities and measurable objectives. The report summarises our strategic direction in respect of equality and diversity and shows how we have met and will seek to continue to meet the equality duties at a strategic level.

[View Equality and diversity objectives: April 2012 as PDF](#) (256.06 KB)