EQUALITY, DIVERSITY AND INCLUSIVITY STATEMENT

At BNA IT Solutions, we are deeply committed to fostering a culture of equality, diversity, and inclusion across every aspect of our work. We believe that a truly representative workforce—one that reflects the rich diversity of our society and our customers—creates a stronger, more innovative, and more compassionate organisation. Every individual deserves to feel respected, valued, and empowered to contribute their best. We're equally committed to ensuring that the services, goods, and facilities we provide are free from discrimination. Our goal is to create an environment where everyone, whether employee, customer, or member of the public—is treated with fairness and dignity.

Purpose of This Policy

This policy exists to ensure that all individuals working with us, whether on a temporary, part-time, or full-time basis, will experience equality, fairness, and respect. We are dedicated to upholding the principles of the Equality Act 2010, which protects individuals from discrimination based on characteristics such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

We actively oppose all forms of unlawful discrimination. This includes discrimination in areas such as pay, employment terms, grievance and disciplinary procedures, dismissal, redundancy, parental leave, flexible working requests, and opportunities for recruitment, promotion, and professional development.

Our Commitments

At BNA IT Solutions, we strive to promote equality, diversity, and inclusion not only because it is the right thing to do, but because it strengthens our organisation and benefits everyone. We are committed to creating a workplace where bullying, harassment, victimisation, and discrimination have no place. We aim to foster a culture of dignity and respect, where individual differences are celebrated and everyone's contributions are recognised.

To support this, we provide training to all staff, including managers, to ensure they understand their rights and responsibilities under this policy. Everyone has a role to play in upholding these values and ensuring that our workplace remains inclusive and respectful. It is important to understand that both the organisation and individual employees can be held accountable for any acts of discrimination or harassment.

We take all complaints of bullying, harassment, victimisation, and discrimination seriously, whether they come from employees, customers, suppliers, or members of the public. Such behaviour will be addressed through our grievance and disciplinary procedures, and serious cases may result in dismissal. In some instances, such as sexual harassment or harassment under the Protection from Harassment Act 1997, the matter may also be treated as a criminal offence.

We are committed to providing equal access to training, development, and career progression for all staff. Everyone will be supported and encouraged to reach their full potential, enabling us to make the most of the talents and abilities within our team.

Decisions about employment and advancement will be based on merit, except where the law allows for specific exemptions.

To ensure our practices remain fair and effective, we regularly review our policies and procedures in light of legal developments and organisational needs. We also monitor the composition of our workforce—considering factors such as age, gender, ethnicity, sexual orientation, religion, and disability—to help us understand how well we are meeting our goals and where we can improve. This monitoring informs our ongoing efforts to create a more inclusive workplace.

Commitment to This Policy

This policy is fully supported by senior leadership at BNA IT Solutions, and it reflects our shared commitment to building a workplace where everyone feels safe, respected, and valued.

Grievance and Disciplinary Procedures

For more information about how to raise a concern or report an issue, please refer to our grievance and disciplinary procedures. Typically, concerns should be raised with your line manager. Please note that using these procedures does not affect your legal right to bring a claim to an employment tribunal within three months of an alleged incident of discrimination.