



The HR Crowd

Happier Employees, Better Business

Equity, Diversity & Inclusion (EDI) Policy

This policy has been developed in line with the Equality Act 2010 and relevant codes of practice.

Last Reviewed: Sep 2025

At The HR Crowd, people are the foundation of purpose. We believe every workplace should be a place where everyone feels valued, has a voice, and can thrive.

Our Commitment

- Equity: Fair access to opportunities and support, tailored to individual needs.
- Diversity: Celebrating the differences people bring, from background and culture to ways of thinking and working.
- Inclusion: Creating environments of belonging where people feel safe, respected, and able to perform at their best.
- Empathy: Using curiosity to understand how others see the world, and imagination to connect with their experiences.

We go beyond “compliance” - our aim is to build workplaces that feel inclusive, supportive, and inspiring.

How We Put This Into Practice

We embed coaching principles into our EDI work:

- Deep listening — hearing not just what’s said, but what’s underneath, to understand perspectives.
- Curiosity over judgement — asking better questions to uncover barriers and possibilities.
- Empowerment — helping leaders and employees recognise their strengths and use them inclusively.
- Accountability — creating clear, fair processes that turn intentions into action.
- Growth mindset — encouraging experimentation, learning, and continuous improvement.

We want our team, associates, and clients to reflect the diversity of the communities we serve. And in practice, this looks like:

- All recruitment and selection decisions are based on skills, ability, and potential.
- Roles will be advertised fairly and openly, giving equal access to opportunities.
- Training and development will be provided to help people carry out their roles effectively and progress in their careers.
- Flexible working patterns will be considered wherever possible to help people balance work and home life.
- If someone has or develops a disability, we will make reasonable adjustments so they can continue to work without disadvantage.

Everyday Responsibilities

EDI isn't just a policy, it's about how we act every day. Everyone working with The HR Crowd, whether staff, associates, or contractors, is expected to:

- Treat others with fairness, dignity, and respect.
- Challenge and report discrimination, harassment, or exclusionary behaviour.
- Use curiosity and empathy to understand different perspectives.
- Make decisions and take actions that reflect inclusion.

Dignity at Work

We are dedicated to creating a workplace where everyone feels safe and respected.

- Harassment: Any unwanted conduct that affects a person's dignity will not be tolerated.
- Sexual harassment: Unwanted behaviour of a sexual nature, including inappropriate comments, gestures, or physical contact is strictly prohibited.
- Zero tolerance: Whether it happens in the workplace, online, or at work-related events, harassment of any kind will be treated seriously and dealt with promptly.

If you experience harassment:

- You are encouraged to raise it early with a manager, colleague, or directly with us.
- Keep a written note of what happened, when, and where.
- You can choose to raise it informally or formally, and we will ensure a fair, confidential process.

How We Deliver on This

To put this policy into practice, The HR Crowd will:

- Regularly review all policies, recruitment, and HR frameworks to ensure they are inclusive and accessible.
- Provide tools, training, and coaching that raise awareness of bias and help leaders build inclusive behaviours.
- Work with clients to remove barriers and create fair, open processes.
- Celebrate differences and encourage diverse voices in decision-making.
- Hold ourselves accountable by reviewing progress and acting on feedback.

Monitoring & Accountability

- This policy applies to all staff, associates, and contractors working with The HR Crowd.
- Any breaches of this policy will be investigated and may result in disciplinary or contract action.
- We will review this policy annually to make sure it remains relevant and effective.

Our Promise

We don't see EDI as a tick-box exercise. For us, it's about empathy, curiosity, and action, understanding how others see the world and making real changes to create belonging. The HR Crowd is committed to creating happier, fairer, and more inclusive workplaces - for our team, our clients, and the communities we work with.