



# ED&I STRATEGY 2025

Sewell  
Wallis

# ED&I – THE SEWELL WALLIS COMMITMENT

Sewell Wallis embraces diversity and aims to promote the benefits of diversity in all our business activities. We seek to develop a business culture that reflects that belief.

The Sewell Wallis vision is to achieve a respectful and supportive workplace that enables us to attract and retain a diverse workforce to ensure that our team is:

**ETHNICALLY AND GENDER DIVERSE**

**INCLUDES PEOPLE FROM DIFFERENT RELIGIONS A RANGE OF AGES, DIFFERENT MARITAL STATUSES AND WITH DIFFERENT PHYSICAL AND MENTAL ABILITIES**

**EMBRACES PEOPLE FROM DIFFERENT SOCIAL AND ECONOMIC BACKGROUNDS, AND THE LGBTQ+ (LESIBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER) COMMUNITY**

**WE WILL ENSURE THAT EVERYONE IS TREATED FAIRLY, WITH DIGNITY AND RESPECT, AND WILL TREAT EVERYONE EQUALLY, REGARDLESS OF WHO THEY ARE. WE WILL CREATE AN ENVIRONMENT WHERE EVERYONE FEELS WELCOMED, VALUED AND ABLE TO CONTRIBUTE.**

# OUR GOALS

## **WORKFORCE DIVERSITY**

We'll recruit from a diverse, qualified group of candidates to increase diversity of thinking and perspective

## **WORKFORCE INCLUSION**

We'll foster a culture that encourages collaboration, flexibility and fairness, to enable all employees to contribute to their potential, and increase retention

## **ACCOUNTABILITY**

Identify and breakdown systemic barriers to full inclusion by embedding diversity and inclusion in policies and practices and equipping leaders with the ability to manage diversity and be accountable for the results.

## **SUPPORTING OUR EXTERNAL PARTNERS**

We will not discriminate unlawfully when deciding which candidate/temp worker is submitted for a vacancy or assignment, or in any terms of employment or terms of engagement for temp workers and will ensure that each candidate is assessed in accordance with the candidate's merits, qualifications & ability to perform relevant duties for the role.

# HOW WILL WE ACHIEVE OUR GOALS?

Our 2025 plan to help us achieve our business and people goals comprises of four key goals outlining our key roles and responsibilities and how we will track progress and measure success.

## WORKFORCE DIVERSITY

All of our team will be trained on ED&I to ensure that all applications are dealt with objectively based on experience, skills and potential.

Training will include ensuring all job descriptions and adverts are inclusive and how to effectively structure a non-bias interview.

Our ED&I policy and goals will be included in all our new team member inductions.

## WORKPLACE INCLUSION

All of our Managers will receive inclusive leadership training.

We will share our goals with all of our team and establish an internal (non-Management) team to regularly meet to discuss our progress with the goals and share ideas and once agreed update and implement.

We will attend external networking ED&I events to increase our knowledge and ensure we are 100% up to date at all times.

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## ACCOUNTABILITY

With external support from an ED&I Consultant we will review all policies and practices to ensure we are adhering to all legislation and overcoming any internal barriers.

Our internal systems will be enhanced to enable analysis on our candidates attraction and quarterly audits will take place to ensure that we are applying all training and are fully transparent.

## SUPPORTING OUR EXTERNAL PARTNERS

We will support our clients meet their own diversity targets and will discuss what ED&I means to them and their company values to ensure that we are working together to achieve shared goals. These will be recorded on our system and will be reviewed on a 6 monthly basis.

With the implementation of our internal ED&I training our team will apply this when taking on new roles and advertising to ensure we are approaching all applications respectfully, equally and legally.