

Equality, Diversity and Inclusion Policy

Our approach

We believe everyone deserves to be treated fairly, with dignity and respect. That is not just a legal obligation - it is who we are.

We are committed to creating a working environment where people are valued for who they are, where difference is respected, and where everyone has the opportunity to do their best work.

What this means in practice

We will not tolerate discrimination, harassment or victimisation of any kind. This applies to every aspect of working life - recruitment, pay, training, promotion, day-to-day treatment, and the way we speak to and about each other.

Protected characteristics

Under the Equality Act 2010, it is unlawful to discriminate against someone because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We go beyond the law. We also expect colleagues to treat each other with respect regardless of background, education, accent, caring responsibilities, socio-economic status, or any other characteristic.

Your responsibilities

Every colleague has a responsibility to:

- Treat others with dignity and respect
 - Challenge behaviour that is discriminatory or disrespectful, where it is safe to do so
 - Report concerns - even if you are not the person directly affected
- confidential@milbank.co.uk

Managers have an additional responsibility to set the tone in their teams, challenge unacceptable behaviour, and make sure everyone feels included.

Reasonable adjustments

If you have a disability or long-term health condition, we have a legal duty to make reasonable adjustments to remove barriers that put you at a disadvantage. If you need an adjustment, speak to your manager - we will work with you to find a solution.

If something goes wrong

If you experience or witness discrimination, harassment or victimisation, please report it. You can speak to your manager, the People Team, or use the Grievance procedure. You can also raise concerns through our Whistleblowing policy if you prefer.

You will not be penalised for raising a concern in good faith - even if the concern turns out to be unfounded.

Questions

If you have questions about equality, diversity or inclusion at Milbank, contact peopleteam@milbank.co.uk

milbankgroup.co.uk

Version	Date	Author	Changes
V1	-	Milbank Group	Creation
V2	30/04/2026	Milbank Group	Approved