

DIVERSITY & INCLUSION CHARTER

BE YOURSELF

Being at the heart of the town means we have diversity and inclusion in our DNA. We continue and strive to build a culture whereby the voices of our employees, retailers and customers are celebrated. By doing this we are better connected to the community we serve.

OUR FOCUS

Equal opportunities for all

A fair recruitment process that is open to applicants that believe they meet the essential requirements of the job. Our recruitment, selection and assessment process will be based entirely on skills and competencies of the specific roles and appointments will be transparent and based entirely on merit. We want our employees to reflect the communities around us.

Reasonable adjustments

Applications from qualified candidates with disabilities are welcomed. Supported employment offers an innovative process that enables employment as an achievable goal for people with disabilities just as it is for non-disabled people in our society.

Review of recruitment resources

Employ a values led approach to sourcing talent. Seek to include applicants currently under-represented such as from marginalised communities including rehabilitated candidates and people with no fixed abode.

TRAINING

Equality and diversity training for all staff

Aim to deliver a comprehensive diversity and inclusion training programme providing concrete ways to engage in respectful and positive interactions in the workplace while reducing discrimination and prejudice based on factors such as gender, ethnicity, race, sexual orientation, age, religion, physical and mental ability, and socioeconomic status.

Equality in employee development

Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

COMPANY STANDARDS

Celebrating workforce diversity

To create an inclusive culture where everyone can be valued for who they are and in which individual differences and the contributions of all our staff are recognised and valued.

Dignity treatment for all

Reflect respect and dignity for all in our values and ensure these are shown in the way Golden Square and its employees operate on a daily basis. We aim to build this into our culture with this embedded in our employee journey.

No compromise in individual safety

We aim to introduce mechanisms to deal with all forms of bullying and harassment, making it clear that any such behaviour will not be tolerated. We will ensure all employees are aware of the consequences in breaking our behaviour code.

PUBLIC EXPRESSION

Celebrate individuality

Ensuring all employees are treated fairly, regardless of their background or beliefs (or lack of belief) and address all issues as soon as they arise.

SOCIAL SUSTAINABILITY AND COMMUNITY SUPPORT

Expanding opportunities for all

Golden Square endeavours to provide support for our community by working together with community groups and charities dealing with social injustice. Alongside environmental sustainability this is critical for poverty reduction and community prosperity.

Empower people to work towards their own solutions

By supporting local initiatives, Golden Square is committed to giving back to our community in all we do. We want all our initiatives to support our community with the belief that social justice, like charity begins at home.