

# Equality, Diversity & Inclusion Statement

**Version:** 1.1

**Effective Date:** 8 May 2026

**Review Date:** May 2027

**Owner:** Bloomfield Street

## Purpose

Bloomfield Street is committed to promoting equality, diversity, inclusion and respectful professional practice across all areas of its work.

As an operational consultancy, we recognise that strong organisations are built through systems, cultures and working practices that enable people to participate fully, contribute confidently and feel respected. Equality, diversity and inclusion are therefore viewed not only as legal and ethical responsibilities, but as important components of effective and sustainable operations.

This statement outlines Bloomfield Street's commitment to fair treatment, inclusive practice and the prevention of discrimination across its services, working relationships and business activities.

## Our Commitment

Bloomfield Street is committed to:

- Treating all individuals fairly, with dignity and respect
- Promoting equality of opportunity
- Encouraging inclusive and psychologically safe professional environments
- Preventing unlawful discrimination, harassment, victimisation and bullying
- Valuing different perspectives, backgrounds, experiences and ways of working
- Considering accessibility and inclusion within operational design and communication
- Embedding inclusive thinking into business practices, governance and decision making
- Supporting respectful and collaborative professional relationships
- Continually improving understanding and maturity in relation to equality, diversity and inclusion

Disrespectful, discriminatory, intimidating or exclusionary behaviour is not considered acceptable within Bloomfield Street professional relationships, activities or partnerships.

## Scope

This statement applies to:

- All Bloomfield Street services and business activities
- Relationships with clients, suppliers, associates, contractors and partners
- Recruitment and engagement processes
- Communications, meetings and collaborative working arrangements
- Digital content, operational systems and service delivery practices where accessibility and inclusion should reasonably be considered

As a sole trader business operating with associates and external partners where appropriate, Bloomfield Street seeks to apply these principles proportionately, practically and consistently across all areas of operation.

## Legal and Regulatory Alignment

Bloomfield Street aims to operate in alignment with relevant UK and European legislation, principles and recognised good practice, including:

- The Equality Act 2010
- The Human Rights Act 1998
- UK GDPR and the Data Protection Act 2018 where equality-related personal data may be processed
- The European Convention on Human Rights
- Applicable accessibility, fairness and non-discrimination principles relevant to digital communication and service delivery

Protected characteristics under the Equality Act 2010 include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Bloomfield Street is committed to ensuring these characteristics are respected and protected within the context of its professional activities and relationships.

## Inclusive Operational Practice

Bloomfield Street recognises that poorly designed systems, inaccessible processes and unclear communication can unintentionally exclude people.

Inclusive operational practice is therefore considered an important part of effective business operations and sustainable organisational design.

Where reasonably practicable, Bloomfield Street aims to:

- Use respectful, clear and inclusive communication
- Consider accessibility and readability in digital content and documentation
- Use plain English where appropriate
- Consider different communication styles, working preferences and accessibility needs
- Support flexible and inclusive approaches to meetings and collaboration
- Reduce unnecessary operational barriers or complexity
- Encourage psychologically safe and respectful interactions
- Consider neuroinclusion and differing sensory or communication needs where possible and appropriate
- Make reasonable adjustments where practical and proportionate

Bloomfield Street recognises that accessibility and inclusion are ongoing areas of development and continuous improvement.

## Recruitment, Associates and Opportunities

Where Bloomfield Street recruits employees or engages associates, freelancers, contractors or collaborators, decisions will be based on:

- Skills
- Experience
- Suitability for the role or work
- Professional conduct
- Alignment with organisational values and ways of working

Bloomfield Street is committed to fair, objective and non-discriminatory decision making throughout recruitment, engagement and partnership processes.

Unlawful discrimination will not form part of recruitment or engagement decisions.

## Clients, Suppliers and Partnerships

Bloomfield Street seeks to work with clients, suppliers, associates and partners who share a commitment to respectful, ethical and inclusive working practices.

We encourage professional environments that value collaboration, fairness and respect, and aim to build relationships that support inclusive and constructive ways of working.

## Accessibility and Digital Inclusion

Bloomfield Street recognises the importance of accessible communication and inclusive digital practices.

As a growing business operating primarily through digital-first and remote working methods, reasonable efforts will be made to:

- Produce clear and accessible communications
- Consider colour contrast, readability and structure in digital materials
- Reduce unnecessary jargon or complexity where appropriate
- Support alternative communication approaches where practical
- Consider accessibility requirements within meetings, workshops and collaborative activities
- Continuously improve digital accessibility awareness and practice over time

## Raising Concerns

Any concerns relating to discrimination, harassment, exclusion, bullying or inappropriate conduct connected to Bloomfield Street activities should be raised directly with Bloomfield Street at the earliest opportunity.

Concerns will be taken seriously and handled respectfully, appropriately and confidentially wherever possible.

Bloomfield Street is committed to maintaining professional environments where concerns can be raised without fear of unfair treatment or victimisation.

## Accountability and Continuous Improvement

Responsibility for implementing and maintaining this statement sits with Bloomfield Street's founder and business lead.

Bloomfield Street recognises that equality, diversity and inclusion are ongoing commitments rather than fixed outcomes. The business aims to continue developing its understanding, operational maturity and inclusive practices over time through:

- Periodic policy and practice review
- Reflection on operational design and delivery
- Learning from clients, partners and lived experiences
- Considering accessibility and inclusion within decision making and service development
- Continuing professional learning and awareness where appropriate

## Approval

This statement has been approved by Bloomfield Street and will be reviewed periodically to ensure it remains accurate, proportionate and aligned with applicable legal, ethical and operational requirements.