

EQUALITY, DIVERSITY AND INCLUSION POLICY

Version: 1.0

Date Issued: January 2026

Review Date: January 2027

Policy Owner: Mark Tudor

Approval Authority: Director / Managing Consultant

Policy Statement

Mark Tudor Consulting and Crescent 17 Ltd are committed to equality, diversity, and inclusion across employment, consultancy delivery, partnerships, and service users.

We uphold the principles of the **Equality Act 2010** and promote inclusive, trauma-informed, and respectful practice.

Scope

This policy applies to:

- Employees and associates
- Contractors and consultants
- Clients and partners
- Service users and stakeholders

Commitment

We will not unlawfully discriminate on the basis of protected characteristics, including:

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

Inclusive Practice

We commit to:

- Reasonable adjustments
- Accessible communication
- Trauma-informed engagement
- Zero tolerance of discrimination, bullying, or harassment

Governance and Accountability

Equality considerations are embedded into recruitment, service delivery, and partnership working. Concerns are addressed promptly and proportionately.

Review

This policy is reviewed annually and updated as required.

A handwritten signature in black ink, appearing to read 'Mark Tudor', with a stylized, flowing script.

Mark Tudor

Director

January 2026