



Diversity and Inclusion Policy

1. Introduction

At Caselton Clark, we are committed to fostering a diverse and inclusive environment where all employees, candidates, and clients feel valued, respected, and empowered. Our mission is to connect a wide range of talent with opportunities, ensuring that diversity and inclusion are at the heart of everything we do.

2. Purpose

This policy outlines our commitment to diversity and inclusion and the measures we take to promote these values in our workplace and in our recruitment processes. We believe that a diverse workforce enhances creativity, innovation, and performance, benefiting our employees, clients, and the broader community.

3. Scope

This policy applies to all employees, contractors, clients, and candidates associated with Caselton Clark. It covers all aspects of employment, including recruitment, selection, training, promotion, and treatment of employees.

4. Definitions

Diversity: Recognising, respecting, and valuing differences in race, ethnicity, gender, age, disability, sexual orientation, religion, education, and national origin.

Inclusion: Creating an environment where all individuals feel welcomed, respected, supported, and valued to fully participate and achieve their potential.

5. Commitment to Diversity and Inclusion

5.1 Equal Opportunity Employment We are an equal opportunity employer. We do not tolerate discrimination based on race, ethnicity, gender, age, disability, sexual orientation, religion, education, national origin, or any other protected characteristic.

5.2 Recruitment and Selection We ensure that our job advertisements, selection criteria, and interview processes are free from bias and promote fairness.

5.3 Inclusive Workplace Culture We strive to create a workplace where everyone feels included and valued. We encourage open communication and provide channels for employees to voice their concerns or suggestions regarding diversity and inclusion.

5.4 Client and Candidate Engagement We work with clients to understand and support their diversity and inclusion goals. We also ensure that our candidate pools are diverse and that all candidates are treated with respect and fairness throughout the recruitment process.

6. Responsibilities

6.1 Leadership Our leadership team is responsible for promoting diversity and inclusion within the agency. They lead by example and ensure that our policies and practices align with our diversity and inclusion goals.

6.2 Employees All employees are expected to contribute to a culture of inclusion by treating colleagues, clients, and candidates with respect and valuing diverse perspectives.



Contact Information

For any questions or concerns regarding this policy or our diversity and inclusion practices, please contact:

Jessica Grinham | jess@caseltonclark.co.uk

By fostering a diverse and inclusive environment, Caselton Clark aims to be a leader in recruitment, attracting and retaining the best talent from all backgrounds to drive success for our clients and our business.

