Equal Opportunities Statement

We are an equal opportunities employer.

At Ridge, we value our people for the unique differences they bring. By fostering an inclusive culture, all of us benefit from a wide range of perspectives, experiences, and skills, creating a happier, more engaged, and productive workplace.

We are committed to ensuring fair and equitable treatment for everyone including employees, contractors, agency workers, job applicants, and our clients – across all policies, procedures, and practices. This commitment spans the entire employee lifecycle: from recruitment and selection through to development, performance, promotion and reward.



We are collectively committed to:

- Creating an environment where individual differences, diverse needs and unique contributions are recognised and valued
- Fostering a culture of dignity and respect, where non-inclusive behaviours, whether intentional or unintentional – are not tolerated
- Applying equity and fairness across all people-related policies and procedures
- Delivering services that reflect and respect the diverse needs of our clients
- Ensuring equal access to training, development, and career opportunities
- Making employment, promotion, and training decisions based on merit and equitable criteria
- Raising awareness and educating our people on diversity and inclusion, including unconscious bias
- Collaborating with external partners and communities to deepen our understanding of diversity and inclusion, leverage insight and celebrate difference
- Providing safe and trusted channels to raise concerns about non-inclusive behaviour, with clear processes for investigation and resolution
- Ensuring accessible systems and facilities, and implementing reasonable adjustments to support effective working
- Paying our people fairly and equally for equivalent work, regardless of sex or any other protected characteristic
- Supporting inclusive and flexible ways of working that enable people to perform at their best

Monitoring and review

We regularly review diversity and inclusion data (in compliance with our data protection obligations), to inform and strengthen our diversity and inclusion strategy. For details on how we collect and use people's data, please refer to our Privacy Statement.



Nicky Dixey

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People Director