

Tips for creating a workplace which is fair and equitable



Role model inclusive behaviours - lead by example and set the tone for how colleagues should act, always being open and transparent.



Be open to others' perspectives - listen to and acknowledge different points of view, demonstrating compassion and empathy.



Don't make assumptions - be sure to have a robust understanding of all situations, actively listening and asking questions to gain clarity before making comment.



Be curious - explore others' motivations, interests, cultures and beliefs, taking an active interest in celebrations and theme days.



Embrace our diversity - celebrate each others' differences and understand what makes your colleagues unique.



Explore further - if things don't look/feel right or fair, don't let them go unchecked. Invest the time to ask the right questions to understand if someone needs help or support, or if their welfare is at risk.



Balance your priorities - plan to be flexible and agile, to be able to respond to colleagues and pivot your attention and support, regardless of who's asking and when.



Make Reasonable adjustments - which are anchored around specific individual needs, and in line with our organisation's policies and approaches.