



What we think about Equality, Diversity and Inclusion at Yarlington

What we think...

We think that everyone has value, that everyone has rights and that everyone has a contribution to make. We think that listening to a wide range of voices gives us a more balanced perspective. We don't think that many issues are reducible to a single point of view. We think that we all hold some biases and we think it is worth trying to address this so we all do better.

We can see that there is inequality in society, in our own communities and in our workplace and we would like to make a difference. We don't think we can change the world or that we know all the answers, but we'd like to try harder. We don't want to jump on any bandwagons just because they are fashionable, or they tick a box and we'd prefer not to patronise anyone with any ill-judged actions.

We do think that organisations can be more effective, innovative and successful because they are more diverse, but we don't think this is the reason for seeking a more inclusive world. It is simpler than that, it is just the right thing to do.

What we do...

Yarlington has a new EDI working group open to anyone that wants to contribute. This group strives to deliver some real impact in terms of how fair, diverse, inclusive and equal our organisation is at all levels. Some of this work is about measurement and evidence, some of it is about positive action and some is simply about raising the profile of the debate and inviting people to think and consider how things might be different. We will try to make a practical difference.

The formal bit...

Our Equality, Diversity and Inclusion [Policy](#) sets out our formal duties and obligations under law and in line with our corporate governance requirements and we are committed to delivering it.