

Equality, Diversity, and Inclusion Policy Statement

Updated 1 September 2024

At Digital Islands Business Services Limited, we are committed to promoting equality, diversity, and inclusion (EDI) in every aspect of our work. We recognise the value of a diverse and inclusive business environment and strive to ensure that our services, operations, and partnerships reflect and respect the rich diversity of the communities we serve.

Our commitment

We are dedicated to:

- Equality: Providing equal opportunities for all, regardless of age, disability, gender identity, marital status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- Diversity: Embracing and valuing the diverse backgrounds, experiences, and perspectives of our employees, clients, and partners.
- Inclusion: Creating an environment where everyone feels respected, supported, and able to fully participate in their work and the services we deliver.

Our Approach

Inclusive Workplace:

- We actively promote an inclusive culture where all employees feel valued and empowered to contribute their best work.
- Recruitment, training, and development processes are designed to eliminate discrimination and ensure equal opportunities.

Fair and Accessible Services:

- Our business support programmes are designed to be accessible and inclusive, providing equitable opportunities for businesses from all backgrounds to thrive.
- We actively encourage participation from individuals from marginalised backgrounds, ensuring they have the resources, guidance, and opportunities to succeed in starting, developing, or scaling their small businesses.

Community Engagement:

- We work collaboratively with local organisations, councils, and stakeholders to promote equality and inclusion within the business community.
- Our initiatives focus on fostering success for underrepresented groups, including minority-led, women-led, and disability-owned businesses, ensuring their voices are heard and their contributions recognised.

Continuous Improvement:

- We regularly review our policies, practices, and outcomes to ensure alignment with the latest legal and societal standards.
- Feedback from employees, clients, and partners informs our ongoing efforts to advance equality, diversity, and inclusion.

Alignment with Local Priorities

As a business rooted in the south of England, we support the goals of local councils to create fairer, more inclusive communities. Our programmes actively contribute to:

- Reducing inequalities by supporting and encouraging participation from individuals facing barriers to business development.
- Enhancing diversity within local economies through targeted outreach and tailored support.
- Promoting community cohesion by fostering collaboration and shared opportunities for success among diverse business owners.

Accountability

We expect everyone at Digital Islands to uphold these principles and take responsibility for fostering equality, diversity, and inclusion. Our leadership team is committed to leading by example, ensuring EDI is embedded in our organisational culture and the design and delivery of all business support programmes.

By promoting these values, we aim to drive meaningful change, create lasting impact, and contribute to a thriving, equitable, and inclusive business environment for all.