

BCR Infinity Architects Equality, Diversity and Inclusion Policy

1.0 Our Policy

Purpose and Principles

- 1.1 BCR Infinity Architects is committed to creating an inclusive, respectful and equitable workplace where all individuals are treated with dignity and fairness. This policy supports our broader **JEDI (Justice, Equity, Diversity and Inclusion) commitment**, recognising that equity is essential to creativity, innovation, and sustainable business practice.
- 1.2 We are committed to providing equality of opportunity and to eliminating unlawful discrimination in all aspects of employment and service delivery, regardless of gender, gender reassignment, pregnancy or maternity, marital or civil partnership status, race, ethnicity, colour, nationality, disability, sexual orientation, religion or belief, age, or any other protected characteristic.

Commitment to Continuous Improvement

- 1.3 We will actively promote good practice through leadership, training and organisational learning. We recognise that achieving true equity is an ongoing process and we commit to regularly reviewing our policies, procedures and culture to identify and remove barriers to inclusion.

Inclusive Culture

- 1.4 We aim to build a workforce and working environment that reflects the diversity of society and enables every individual to thrive. We are committed to fostering a culture where everyone feels safe, respected and able to contribute fully.

Zero Tolerance of Discrimination

- 1.5 We oppose all forms of unlawful or unfair discrimination, harassment, bullying and victimisation. These behaviours are not consistent with our values or our JEDI commitment and will not be tolerated.

Fair and Transparent Employment Practices

- 1.6 All employment decisions, including recruitment, promotion, training, development and termination will be based on merit, skills, competence and potential, and will be applied fairly and consistently.

2.0 Our Commitment (JEDI in Practice) Respect and Belonging

- 2.1 We are committed to creating an environment where individual differences are recognised, valued and respected. We actively seek to foster a sense of belonging for all colleagues.

Safe and Dignified Workplace

- 2.2 Every employee has the right to a working environment free from intimidation, bullying, harassment and discrimination. Such behaviour will not be tolerated under any circumstances.

Fair Systems and Processes

- 2.3** We will regularly review our employment practices and decision-making processes to ensure they are fair, transparent and inclusive and that they do not create unintended barriers to opportunity.

Leadership Accountability

- 2.4** Promoting equality, diversity, inclusion and justice is a shared responsibility. Directors and managers are accountable for embedding this policy in day-to-day practice and decision-making.

Third Parties and Wider Influence

- 2.5** We expect all employees to uphold our standards of behaviour in all professional interactions. We also seek to work with clients, consultants and partners who share our commitment to equity, dignity and respect.

Addressing Breaches

- 2.6** Breaches of this policy will be treated seriously and may result in disciplinary action. We also recognise the importance of restorative and educational approaches where appropriate, in line with our commitment to learning and improvement.

Governance and Oversight

- 2.7** This policy is supported by the Directors and forms part of our wider commitment to responsible business practice consistent with **B Corp principles**, including stakeholder governance and social impact.

3.0 Our Aims

Equal Opportunity and Shared Responsibility

- 3.1** BCR Infinity Architects is an equal opportunity employer. Equality, diversity, inclusion and justice are embedded into our organisational values and are the responsibility of every employee.
- 3.2** All staff should feel confident in raising concerns or seeking guidance. Any queries regarding the application of this policy should be directed to the appointed Equality, Diversity & Inclusion lead: Jayne Baker-Wood.

Scope of Protection

- 3.3** We do not tolerate discrimination on any grounds including sex, gender identity, pregnancy or maternity, sexual orientation, religion or belief, marital or civil partnership status, race, ethnicity, colour, nationality, disability, age or any other characteristic protected by law or aligned with our JEDI principles.

Intersectionality and Inclusion

- 3.4** We recognise that individuals may experience multiple, overlapping forms of disadvantage or discrimination. Our approach considers these intersecting identities in how we design and deliver inclusive practices.

Perception and Association

- 3.5** Discrimination may occur based on perception or association. This policy applies equally where someone is treated unfairly because of who they are perceived to be or who they are connected with.

Full Employment Lifecycle

- 3.6** This policy applies across the entire employment lifecycle, including recruitment, onboarding, development, progression, reward, workplace conditions and termination, as well as informal day-to-day interactions.

Fair Recruitment and Progression

- 3.7** We will ensure recruitment and promotion criteria are fair, relevant and proportionate to role requirements. Unnecessary barriers based on arbitrary experience thresholds will be avoided unless genuinely justified.

Retirement

- 3.8** We do not operate a compulsory retirement age. Individuals may choose when to retire, subject to their continued ability to perform their role effectively.

Reasonable Adjustments

- 3.9** We are committed to supporting disabled colleagues and applicants through reasonable adjustments. We will engage in open dialogue to identify and implement appropriate adjustments wherever reasonably practicable.

Raising Concerns

- 3.10** Employees are encouraged to raise concerns about discrimination or unfair treatment through the Grievance Procedure or directly with the Equality, Diversity & Inclusion lead. We are committed to ensuring individuals feel safe to speak up without fear of retaliation.

False Allegations

- 3.11** Where complaints are found to be malicious or knowingly false, these may be addressed through the Grievance or Disciplinary Procedure, while ensuring fairness and due process.

4.0 Our JEDI Commitment (Statement of Intent)

- 4.1** At BCR Infinity Architects, our **JEDI commitment (Justice, Equity, Diversity, Inclusion)** underpins how we operate as a responsible business. We recognise that equity is not achieved through policy alone, but through sustained action, accountability, and cultural change.

- 4.2** We commit to:

- Identifying and addressing systemic barriers within our organisation
- Embedding inclusive practice in design, decision-making, and leadership
- Listening to and acting on lived experiences of colleagues
- Measuring progress and improving transparency over time
- Aligning our practice with the principles of a responsible business consistent with **B Corp value**

5.0 Monitoring and Review

- 5.1 The policy will be monitored (or if a situation occurs which necessitates any amendment) and subject to formal annual review by the Company Directors.

Signature:
Aoife O'Gorman



Position: Director

Date: 16 June 2026

Signature:
Christopher Jones



Position: Director

Date: 16 June 2026

Policy Review Date: 15 June 2027