

Equal Opportunities Statement

Whitespace Software is an equal opportunities employer and is committed to eliminating discrimination of all types and actively promotes equality, diversity and inclusivity. This is not just an altruistic activity but one that makes sound commercial sense too. It is well known that a more diverse leadership team has a direct positive impact on profitability. A more inclusive approach to all aspects of the employee lifecycle creates an environment that allows talent to flourish, more effective collaboration, greater productivity and strong employee engagement.

Our policy is firstly to ensure that all individuals across all levels of the organisation understand Whitespace's expectations in terms of fair treatment of colleagues irrespective of age, gender, ethnicity, gender identity, nationality, race, religion, marital status, disability, education or any other attributes that make people unique. We will not tolerate any form of discrimination, harassment, bullying or victimisation and understand our employees will only bring their true selves to work when a culture of fairness exists across our organisation. Fairness encourages people to be brave and to work at their best because they are valued for what they do and who they are.

Secondly, and just as importantly, we proactively develop and implement strategies that drive our ambition to be significantly more diverse and inclusive across our employee base in order that we maximise the benefits of such an approach for the business and the individual.

To this end we believe diversity relates to any dimension that can be used to differentiate groups and people from one another. It's about empowering people by respecting and appreciating what makes them different, in terms of but not limited to: age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin.

Diversity allows for the appreciation of these differences in a safe, positive, and nurturing environment. It means understanding one another by surpassing simple tolerance to ensure people truly value their differences. This allows us both to embrace and also to celebrate the rich dimensions of diversity contained within each individual, and place positive value on diversity in our workforce.

Each individual in an organisation brings with them a unique set of perspectives, work and life experiences, as well as religious and cultural differences. The power of diversity can only be recognised and its benefits reaped when we understand and appreciate these differences, and learn to respect and value each individual irrespective of their background.

Inclusion is an organisational effort and practice where everyone is accepted, welcomed and equally treated, regardless of who they are. These differences could be self-evident, such as national origin, age, race and ethnicity, religion/belief, gender, marital status and socioeconomic status or they could be more inherent, such as educational background, training, sector experience, organisational tenure, even personality, such as introverts and extroverts.

Inclusion is a sense of belonging. Inclusive cultures make people feel respected and valued for who they are as an individual or group. People who feel a level of supportive energy and commitment from others do their best at work.