

Commitment to Diversity and Inclusion



Tompkins Wake is committed to building a culture that is inclusive and respects the diversity of all our people by recognising and harnessing the strengths, backgrounds, experience and perspectives that make us individually unique and collectively stronger.

An inclusive culture encourages diversity of thought, building engagement, nurturing collaboration, innovation and creates opportunities for us to continually improve our work and our service to our clients.

Diversity

Diversity refers to the ways in which we differ and what makes us unique. It includes visible differences such as gender, age, ethnicity, physical appearance /disability and non-visible difference like nationality, political beliefs, thinking styles, religion, sexual orientation and being part of the Rainbow community, cultural background and family status.

Inclusion

Inclusion refers to creating a work environment and culture where differences are valued, respected and leveraged. Everyone has the opportunity to learn, develop, contribute and achieve.

Zero Harm

Our Zero Harm Culture does not tolerate any form of intimidation, bullying or harassment.

Our Commitment

Our commitment to diversity and inclusion in the workplace aligns with our belief that we are stronger together and that when specialisation and expertise combine, exceptional outcomes are created for our clients.

We will ensure every employee, whether part time, full time or temporary, is treated fairly and equally in a working environment with tolerance and sensitivity which promotes dignity and respect to all.

Our recruitment and talent management processes will ensure and reflect open competition (equitably on merit) and equal employment opportunity.

Responsibility

All staff and partners are expected to support TW's commitment to diversity and inclusion and commit to report matters which they believe impacts the implementation of this Policy Commitment Statement.

We will always:

1. Ensure that our policies and practices in all aspects of employment are compliant and non-discriminatory.
2. Assess merit on the basis of ability, attitude, aptitude, skills, qualifications, knowledge, experience, characteristics, and personal qualities relevant to the job being considered.
3. Support and encourage all our people to develop to their full potential. Diversity will fuel our expertise.
4. Be relentless in our pursuit to attract, recruit, develop, promote and retain a diverse pool of talented people across Tompkins Wake.

Jon Calder
Chief Executive Officer
15 March 2021