



Equality, Diversity & Inclusion Policy

Fair treatment, inclusive opportunity and respectful creative practice.

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Legal entity: Becks & Clates Ltd | Company number: 15821561
Registered office: 320 Firecrest Court, Centre Park, Warrington, WA1 1RG
Approved by: Director, Becks & Clates Ltd

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Contents

1. Policy statement
2. Equal opportunity
3. Recruitment and freelance engagement
4. Harassment, bullying and conduct
5. Content, contributors and accessibility
6. Suppliers and clients
7. Reporting, action and review
8. Legal reference

Policy statement

Becks & Clates is committed to fair treatment and a working environment in which people are respected and able to contribute without unlawful discrimination, harassment or victimisation.

This policy applies to recruitment, employment, freelance engagement, suppliers, client interactions, production environments and, where within our control, casting and content decisions.

Equal opportunity

- Decisions are based on legitimate role, performance, capability, conduct and business requirements.
- We do not tolerate unlawful discrimination because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.
- Other personal characteristics not protected by law must not be used as a pretext for unfair or abusive treatment.
- Reasonable adjustments are considered for disabled applicants, workers and contributors where required and practicable.

Recruitment and freelance engagement

- Role requirements should be relevant and proportionate.
- Selection should rely on evidence such as skills, experience, portfolio, availability and project needs.
- Recruitment communications should avoid unnecessary exclusionary language.
- Rates and terms should be determined fairly and not unlawfully differentiated.

Harassment, bullying and conduct

Harassment, sexual harassment, bullying, intimidation, unwanted conduct and retaliation are not acceptable at Becks & Clates, client sites, events, travel or work-related social settings.

- Concerns should be raised with the project lead or Director.
- Reports will be handled as sensitively as reasonably possible and investigated proportionately.
- Retaliation against a person who raises a concern in good faith is prohibited.

Content, contributors and accessibility

- Where Becks & Clates controls contributor selection, choices should support the brief without stereotyping or unlawful exclusion.
- Consent, dignity and safeguarding considerations are taken seriously, particularly for vulnerable contributors and minors.
- Accessibility measures such as subtitles, transcripts, readable graphics or alternative formats are considered where required by the client or audience needs.
- Creative work should not knowingly use discriminatory or degrading treatment as a production method.

Suppliers and clients

Becks & Clates expects suppliers and freelancers to maintain respectful conduct. Serious discriminatory behaviour by a supplier may result in removal from a project or future work. Client requirements will be followed unless they conflict with law or fundamental ethical standards.

Reporting, action and review

- Concerns are assessed promptly and impartially.
- Action may include informal resolution, instruction, training, removal from an assignment, contractual action or disciplinary action as applicable.
- Patterns of complaints or barriers are reviewed for systemic improvement.
- The policy is reviewed annually and in light of material changes in law or practice.

Legal reference

- Equality Act 2010 and associated statutory protections.
- Employment and harassment obligations applicable to the relationship and circumstances.