



THE ENVIRONMENT WE CREATE

DIVERSITY AND INCLUSION STATEMENT

Our Approach

At the Devonshire Group, we are working towards a future that we want to see, and we are committed to Inclusion and Diversity in everything we do.

Inclusion embraces a variety of differences, and we have been under-represented in our workforce which means that we need to push for greater representation to ensure that our workplaces are environments that we all want to be a part of and proud of.

Championing diversity leads to innovation and creativity and increases our ability to change. Our strategy should not only be reflected in the teams we recruit, who represent the world around us, but also our customers and visitors.

To us, Being Inclusive means diversity in action and behaviour – it's not only one of our three core values. Diversity is the mix of people, being inclusive is about actively advocating for that mix and taking tangible steps that lead to meaningful and lasting change. In an inclusive and diverse environment, everyone can contribute to making great business decisions and team performance by reflecting, respecting and relating to our colleagues, volunteers, customers, visitors and communities.

Firstly, we advocate inclusion and we celebrate diversity. We ensure that each employee feels welcome, respected and able to be their true self at work; we believe when this happens, our colleagues can achieve their full potential. But it's not just our employees who benefit; multiple perspectives also help to show the diversity of the Devonshire Group community, helping us better meet our customers' and visitors' needs.

At the Devonshire Group, we believe we have much to gain from recognising and celebrating our differences. Diversity is about more than just our backgrounds, it encompasses everything about us.

Our People

We are committed to implementing a long-term plan to make our organisation more inclusive and diverse, and we start by listening and learning.

To uphold our commitments, we have included this area in our Colleague Survey and we hold regular colleague listening forums. We have received many thoughts, ideas and suggestions from our employees and it is utilising these that has allowed us to put together a long term plan.

Learning and Development

To further our understanding of inclusion and diversity, we offer constant guidance to our employees. Our training programmes start on day one, with mandatory training for new colleagues.

Each employee undertakes Diversity and Inclusion training, and attends a collaborative group induction workshop that brings together the differences, perspectives and experiences of our employees. It also introduces "Being Inclusive" as one of our three core values. Those in leadership roles are given additional inclusion and diversity training.

We offer many paid and unpaid training and work experience opportunities on our estates, these are great opportunities for people from all backgrounds to learn new skills and experience working with us.

Importantly in terms of our wonderful Devonshire Collections and heritage attractions we aim to complete research, deliver learning programmes and develop interpretation to share an inclusive history with multiple perspectives.

Above all, we value feedback. This is at the forefront of our working culture, and we want to constantly improve to be a more diverse and inclusive organisation which we cannot be without the feedback and action of our people.



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Career Opportunities

Our goal at the Devonshire Group is to represent the diversity we value. Our recruitment strategy is driven by our values, and our candidate process is designed to give equal opportunities to all. We're proud to set the bar high; we are committed to recruiting great people, and offering an environment where talent is recognised and valued.

The businesses include heritage attractions, shops, restaurants and luxury accommodation at Chatsworth, Bolton Abbey and Lismore Castle in Ireland. The estates include tenanted businesses and residential property, a property development business with a pipeline of 2000 homes, sustainable forestry and farming businesses and an estate farm shop at Chatsworth. It is this breadth of activity that makes the Devonshire Group such a diverse and compelling business in which to work, with opportunities for our colleagues to develop their careers across a range of locations and specialisms.

We believe that a diverse workforce plays a critically important role in our success and we are committed to upholding our inclusion and diversity policies through our recruitment practises.

We work with a number of collaborative partners to make the recruitment process more accessible and reduce bias. These include:

Vacancy Filler: we apply software for unbiased recruitment decisions.

Recite Me: a toolbar that allows users to customise our careers website for greater accessibility and ease of use. It is particularly helpful for those with neurodiverse conditions.

Our Policies

We do not tolerate discrimination, harassment or any other improper conduct in our workplaces, including any behaviours that are unwanted, unreasonable or offensive. Our policies aim to ensure our company culture is free from this kind of conduct.

In the extremely rare case that an impropriety arises, our grievance policy aims to ensure that all employees have access to an effective procedure for handling the situation fairly, impartially and with sensitivity.

We understand that speaking up can be hard. That's why we've provided our employees with a reporting channel through our Whistleblowing policy which can be used should any serious improprieties occur.

In summary

We commit to listening, learning and taking action in order to:

- recruit and develop a diverse team at all levels, including volunteers and paid colleagues and Trustees. We advocate inclusion and celebrate diversity.
- complete research, deliver external learning programmes and develop interpretation to share an inclusive history with multiple perspectives.
- ensure our policies in relation to equality and diversity allow all employees to be comfortable and respected at work, and act in accordance with the Equality Act 2010.
- foster a culture that embraces diversity and values being inclusive, allowing all employees to be valued for who they are and what they bring.
- continue to improve and drive positive change.

We do not discriminate on any basis, including age, disability, sex, gender identification, sexual orientation, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, or religion.