

Our Commitment

At Acorn Stairlifts, we believe a diverse and inclusive workplace is fundamental to our success. We are committed to creating an environment where every employee is valued, respected, and given the opportunity to thrive – regardless of gender, age, ethnicity, disability, sexual orientation, religion, or background. This Equality Strategy sets out our long-term vision. It is supported by our Equality Action Plan, which translates this vision into measurable, practical steps.

Our Principles

- **Fairness** – We treat all employees and applicants equitably, with transparent policies and consistent decision-making.
- **Inclusion** – We actively remove barriers to participation, progression, and wellbeing.
- **Transparency** – We report openly on our progress and invite honest dialogue about where we can do better.
- **Accountability** – We set clear targets, monitor performance, and hold ourselves responsible for meaningful change.
- **Continuous Improvement** – Equality is not a one-time initiative. We review, learn, and adapt year on year.

Our Strategic Focus Areas

Data-Driven Insight – We go beyond statutory reporting to understand the root causes of disparities, ensuring our actions are targeted and effective.

Inclusive Recruitment & Career Progression – We attract a more diverse talent pool, particularly in roles where women are currently underrepresented. We use gender-neutral language, set objectives for diverse candidate pools, and review promotion criteria for fairness.

Fair Pay & Reward – We conduct regular equal pay audits, standardise starting salaries where possible, and publish clear pay bands to eliminate unexplained differences.

Flexible Working & Work-Life Balance – We promote flexible working for all employees as a core element of an inclusive culture, recognising its importance particularly for women at different life stages.

Menopause Support & Awareness – We provide manager training, updated policies, and reasonable adjustments so that employees experiencing menopause feel supported and able to perform at their best.

Leadership & Manager Capability – We invest in training on unconscious bias, inclusive leadership, and equitable decision-making. Leaders across the business champion equality and model inclusive behaviour.

Governance & Reporting

This strategy is reviewed regularly by the HR Director and Executive Leadership Team. Progress is reported to the Board and published on our website through our annual Gender Pay Gap report and Equality Action Plan.



Kate Gledhill
Group HR Director
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