



# THE DRESSING ROOMS

TDR BRIDAL

## Diversity, Equity & Inclusion Policy

---

### The Dressing Rooms

#### 1. Our Commitment

At **The Dressing Rooms**, we believe every bride deserves to feel welcomed, valued, and celebrated. Diversity, equity, and inclusion are central to our culture and to the experience we create for every bride, their loved ones, and our team.

We are committed to fostering an environment where everyone feels respected, safe, and able to be themselves. We recognise that the bridal journey is deeply personal, and we strive to ensure every interaction with our brand reflects kindness, inclusivity, and understanding.

Our commitment to inclusivity was recognised when **The Dressing Rooms received the Bridal Awards 2024 – Inclusion & Diversity Award**, an achievement that reflects our dedication to creating a welcoming experience for all.

---

#### 2. Purpose

This policy outlines our commitment to promoting diversity, ensuring fair treatment, and preventing discrimination within our workplace and in the services we provide.

It provides guidance for our team on how we maintain an inclusive culture and ensure all individuals are treated with dignity and respect.

---

#### 3. Scope

This policy applies to:

- All employees, whether full-time, part-time, or temporary
  - Job applicants and recruitment processes
  - Customers and clients
  - Suppliers, designers, and business partners
  - Anyone representing or interacting with The Dressing Rooms in a professional capacity
- 

#### 4. Equality and Non-Discrimination

The Dressing Rooms does not tolerate discrimination, harassment, or unfair treatment.

We are committed to providing equal opportunities regardless of:

- Race, ethnicity, or nationality
- Religion or belief
- Gender or gender identity
- Sexual orientation
- Age
- Disability
- Pregnancy or maternity
- Marriage or civil partnership
- Socioeconomic background

All employment and business decisions are made based on merit, ability, and business needs.

---

## **5. Creating an Inclusive Bridal Experience**

As a bridal boutique, we recognise that each bride's story, identity, and celebration is unique.

We are committed to:

- Welcoming brides and couples from all backgrounds
- Respecting cultural and religious traditions associated with weddings
- Providing a supportive, comfortable environment during appointments
- Celebrating all body shapes and encouraging inclusive sizing where possible
- Using inclusive and respectful language with our clients

Our goal is to ensure every bride feels confident, beautiful, and supported throughout their experience with us.

---

## **6. Inclusive Workplace Culture**

The Dressing Rooms strives to create a workplace where every team member feels valued and supported.

We encourage:

- Open communication and mutual respect
- Collaboration and understanding between team members
- A positive and welcoming work environment
- Opportunities for all employees to develop and grow

We believe that a diverse team strengthens creativity, empathy, and the quality of service we provide.

---

## **7. Recruitment and Career Development**

Our recruitment processes are designed to be fair, transparent, and inclusive.

We aim to:

- Attract candidates from a wide range of backgrounds
  - Ensure hiring decisions are based on skills and experience
  - Provide equal access to training and professional development
  - Support career progression for all employees
- 

## **8. Respectful Behaviour**

All team members are expected to contribute to a respectful and inclusive environment.

This includes:

- Treating colleagues and clients with dignity and respect
- Being mindful of inclusive language and behaviour
- Challenging discrimination or exclusion where it occurs

Harassment, bullying, or discriminatory behaviour will not be tolerated and will be addressed appropriately.

---

## **9. Responsibility**

Creating an inclusive culture is a shared responsibility.

Management at The Dressing Rooms will:

- Lead by example in promoting inclusion and respect
- Ensure policies are followed and regularly reviewed
- Address any concerns or complaints promptly and fairly

Employees are encouraged to raise any concerns about discrimination or unfair treatment so they can be resolved quickly and appropriately.

---

## **10. Continuous Improvement**

Diversity and inclusion are ongoing commitments. The Dressing Rooms will continue to:

- Reflect on our practices and policies
  - Listen to feedback from our team and our brides
  - Seek opportunities to improve inclusivity in our business
- 

## **11. Policy Review**

This policy will be reviewed regularly to ensure it continues to support our values and reflects best practice.