

Our Commitment to Justice, Equity, Diversity & Inclusion

Approved by Richard Brash, CEO · Last updated October 2026 · Reviewed every year

At Brash Solutions, we believe that good business and fair, inclusive practice go hand in hand. We want to build a team and a company that reflects the diversity of the communities we work in, and we want to be open about where we are now and where we're heading.

This page sets out our public commitment to justice, equity, diversity and inclusion (JEDI). We review and update it every year.

What we believe

- Everyone deserves to be treated with dignity, respect and fairness, regardless of their age, disability, gender, gender identity, ethnicity, race, religion or belief, sexual orientation, socioeconomic background, caring responsibilities or any other characteristic.
- A diverse team makes us better at what we do. Different perspectives, backgrounds and experiences lead to better thinking, better decisions and better outcomes for our clients.
- Equity matters. Treating people fairly does not always mean treating them identically, and we are committed to understanding and addressing the different barriers people face.
- Inclusion is active, not passive. We don't just avoid discrimination; we work to create a workplace where everyone feels they belong and can do their best work.
- We have a responsibility to our community, not just our own team. How we hire, how we treat people, how we spend our money and how we show up in Berkhamsted and beyond all have an impact.

What we are committed to

In our workplace

- Recruiting openly and fairly: using inclusive job descriptions, advertising roles widely, and assessing candidates on their skills and potential.
- Offering flexible working that supports people with caring responsibilities, health conditions or other commitments. We are an office-based team, and we offer flexibility to work remotely and to vary working patterns where the role and the work allow.
- Maintaining a workplace free from discrimination, harassment and bullying, with clear grievance procedures for anyone who experiences a problem.
- Paying everyone fairly and above the National Living Wage, with transparent wage-setting and annual reviews.
- Supporting the professional development of every member of our team.

In our community

- Encouraging our team to use their skills and time to support local charities and community organisations in the Berkhamsted area and beyond.
- Engaging with our local business community, including through the Berkhamsted Chamber of Commerce, to share knowledge and promote responsible, inclusive business practice.
- Choosing suppliers and partners who share our values on fair treatment and inclusion wherever we have a choice.

In how we keep improving

- Being honest about where we are. As a small business, we are at the beginning of our formal JEDI journey and we are committed to learning and improving.
- Reviewing our policies and practices each year through a JEDI lens and updating them where we find gaps.
- Publishing our JEDI actions and progress as part of our B Corp journey, and on this page.

Where we are now

We are a small team of around seven people based in Berkhamsted, Hertfordshire. Our JEDI journey is at an early stage, and we would rather say so than overstate it. What we can say with confidence is:

- We are office-based, with flexibility to work remotely by agreement, and we consider every flexible working request seriously from an employee's first day.
- We pay above the National Living Wage and review pay every year.
- We have clear grievance and whistleblowing policies in place.
- We encourage and support our team to connect with and give back to their local communities.
- We are pursuing B Corp certification as a commitment to being a force for good, including on JEDI.

We know there is more to do, and we are committed to doing it. Our JEDI action plan sets out what we are working on now and what comes next, and we will share progress here.

How to raise a concern

If you experience or witness anything at Brash Solutions that falls short of these commitments, whether you are an employee, a client, a subcontractor or a member of the public, we want to hear about it. Just email us at hello@brashsolutions.co.uk or call us on 01442 877555.

Brash Solutions Limited · Registered in England & Wales No. 04174642 · S18-20 Audley House,
Northbridge Road, Berkhamsted, Herts HP4 1EH