

Appendix C

VMD People Strategy – Our Commitment to Staff

The VMD recognises the diversity of our staff and the role this plays in focusing our performance on our business. We seek to treat everyone fairly and encourage, value and recognise everyone's views and contribution. The VMD's overall aim is to create a working environment that ensures that each member of staff is:

- valued for the differences, skills and experience they bring to work;
- encouraged and enabled to develop their potential in the workplace and to progress;
- free from harassment, bullying and discrimination;
- treated with respect; and within which
- good management practice is promoted, recognised and rewarded.

In developing our policies and services we are open to the views of different stakeholders and customers, and take full account of them.