

Appendix D

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 within which good management practice is promoted, recognised and rewarded; and ensures that each member of staff is:

- treated with respect;
- 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; and
- able to work without fear of blame.

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

