

# EQUALITY, DIVERSITY AND INCLUSION POLICY

## INTRODUCTION

Menhirs Fate is committed to promoting equality, diversity and inclusion in all aspects of our operations. We believe that everyone should be treated with dignity and respect, and we strive to create an environment where all individuals feel valued and able to contribute fully.

## PURPOSE

The purpose of this policy is to ensure that all volunteers, participants, staff (part-time or full-time), workers and stakeholders:

- are treated fairly and without discrimination;
- promote an inclusive culture that values diversity; and
- comply with all relevant UK equality legislation.

Menhirs fate will comply with the laws and principles set out in The Equality Act (2010), which legally protects people with these protected characteristics from discrimination in the workplace and in wider society

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race (including colour, nationality and ethnic or national origin);
- Religion or belief;
- Sex; and/or
- Sexual orientation

## COMMITMENTS

Menhirs Fate commits to:

1. Encourage equality, diversity and inclusion as good practice
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers are recognised and valued;

This commitment includes training staff and volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include volunteers conducting themselves to help the organisation provide equal opportunities and prevent bullying, harassment, victimisation and unlawful .

Volunteers are expected to read and abide by the equality, diversity and inclusion policy.

All volunteers should understand that they, as well as their employer, can be held liable

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for acts of bullying, harassment, victimisation and unlawful discrimination, during their time as volunteers, against fellow employees, volunteers, customers, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and discrimination by fellow employees, workers, volunteers, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Sexual harassment and sexual assault will be dealt with as a violation of community rules and may also be subject to criminal investigation in cases such as sexual assault. In addition, harassment under the Protection from Harassment Act 1977 - which is not limited to circumstances where harassment relates to a protected characteristic - is a criminal offense.

4. Make opportunities for training, development and progress available to all volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
5. Make decisions concerning volunteers based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take into account changes in the law.
7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually and considering and taking action to address any issues.

Monitoring will be carried out in compliance with data protection legislation and personal data shall be handled with confidentiality and care.

### **DISCIPLINARY AND GRIEVANCE POLICIES & PROCEDURES**

Details within the organisation's grievance and disciplinary policies include with whom an employee, worker or volunteer should raise a grievance to.