

GROUNDWORK EAST

POLICY No 4 DIVERSITY & EQUAL OPPORTUNITIES

Diversity is defined as "valuing everyone as individuals – valuing people as employees, customers and clients" (CIPD). Diversity focuses not only on identifying that there are differences between people, but also on actually valuing those differences, both within the organisation and in its practice areas and considering the differing needs and contributions of those involved in the organisation. This policy seeks to recognise the positive impact of diversity in the workplace and the regulating nature of the equal opportunities legislation. As such, Groundwork East believes that the success of this policy lies in both the external and internal incentives in promoting diversity and equality, and emphasises the role of all employees, volunteers, trainees and Trustees in this respect.

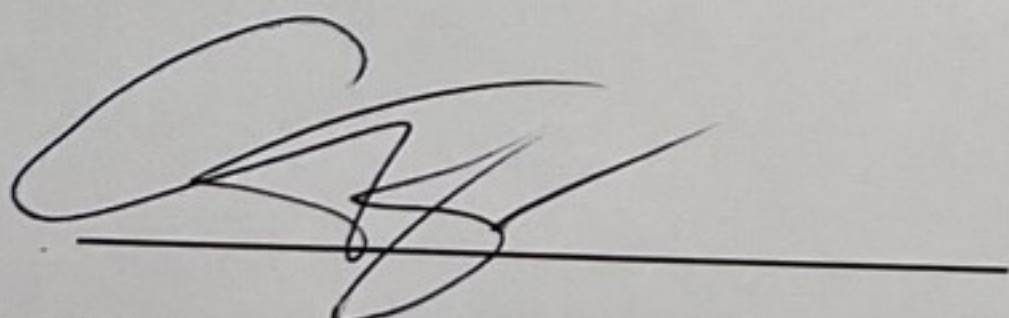
This purpose of the policy is to promote fairness and respect for all and to ensure that no job applicant, employee, customer or partner, volunteer or trainee receives less favourable treatment on the grounds of any protected characteristic. The protected characteristics are age, disability, gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sexual orientation; sex. Equal opportunity is vital if employees are to have a fair and equal chance of developing their abilities and to ensure that Groundwork East achieves the best from its staff. The Trust will wherever possible promote positive opportunities to all within the community through providing accessible and appropriate services that are open to all. We will consider both the barriers and the emotional impact that discriminatory practices may have on our employees, customers and clients and will act to promote an environment where everyone is valued.

Both the policy and the associated procedures will be implemented in accordance with the statutory requirements and monitored regularly. This policy has been developed within the framework of existing legislation, most notably the Equalities Act 2010, which seeks to harmonise and strengthen the previous law on discrimination and promote equality and provide a simpler, more consistent framework for the effective prevention of discrimination. Progress against the Equality, Diversity and Inclusion action plan is monitored quarterly as part of a Quality audit and the Chief Executive will report progress against the policy to the Board.

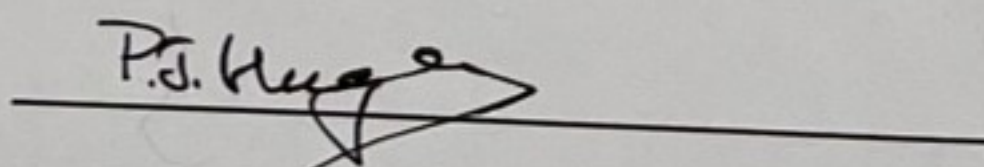
Although the prime responsibility for achieving and providing equal opportunity rests with the employer, employees at every level as well as volunteers and Trustees have an individual responsibility for complying with and promoting the policy and procedures; behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with Groundwork East's grievance and/or disciplinary procedure. Individuals will be selected, promoted and treated on the basis of their relevant merits and abilities. All employees will be afforded equal opportunity and access to training to enable them to develop their full potential and progress within Groundwork East.

This policy is applicable to all employees, clients, communities, suppliers and contractors, whether permanent or temporary.

This policy will be reviewed every two years or sooner at the Chair's discretion, at which time the Board will also review progress against the Equality, Diversity and Inclusion Plan.



Gill Taylor
Interim Chief Executive



Patrick Hughes
Chair

Date: 14 December 2022