



EQUALITY, DIVERSITY AND INCLUSION POLICY

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1. Policy purpose

The Cheviot Trust is committed to encouraging equality, diversity and inclusion among our workforce and trustees and eliminating unlawful discrimination.

The aim is for our organisation to be truly representative of all sections of society and our members, and for each employee and trustee to feel respected and able to give their best. We are also committed against unlawful discrimination of our members or the public.

We are committed to building an inclusive culture that is intolerant of discrimination, bullying and harassment. We get the best out of and support our employees, trustee and advisers when they feel included, supported and treated fairly. We do not tolerate bullying, harassment, discrimination or other negative behaviours.

We welcome respectful, constructive and professional challenge at all levels, without boundaries across roles and pay grades.

This policy's purpose is:

1. To provide equality, fairness and respect for all in our employment and business relationships, whether temporary, part-time or full-time
2. To not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - (i) age
 - (ii) disability
 - (iii) gender reassignment
 - (iv) marriage or civil partnership
 - (v) pregnancy and maternity
 - (vi) race (including colour, nationality, and ethnic or national origin)
 - (vii) religion or belief
 - (viii) sex
 - (ix) sexual orientation
3. To oppose and avoid all forms of unlawful discrimination. This includes in:
 - (i) pay and benefits
 - (ii) terms and conditions of employment
 - (iii) dealing with grievances and discipline
 - (iv) the structure of the Trustee Board
 - (v) dismissal
 - (vi) redundancy
 - (vii) leave for parents
 - (viii) requests for flexible working
 - (ix) selection for employment, promotion, training or other developmental opportunities

2. Our Commitment

The Cheviot Trust commits:

1. To encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
2. To 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 staff are recognised and valued.
 - (i) This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy.



- (ii) Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
 - (iii) All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others during the organisation's work activities.
 - (i) Such acts will be dealt with as misconduct under Cheviot's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
 - (ii) Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
 4. Make opportunities for training, development and progress available to all staff, 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 staff being 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 update them and the policy to take account of changes in the law.

3. Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by senior management and has been agreed by the Board of Trustees.

4. Monitoring

The Cheviot Trust will 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.¹

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.

5. Our disciplinary and grievance procedures

Details of the Cheviot Trust's grievance and disciplinary policies and procedures can be found on the extranet. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the organisation's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

¹ Equal opportunities form part of the induction pack provided to all new employees of the Cheviot Trust.