Equality, Diversity and Inclusion Policy Template

*This template is based on the template from* [*Acas*](https://www.acas.org.uk/equality-policy-template) *which is the leading organisation nationally to support people especially in their workplace.*

*It is useful to begin each policy that you develop with a small table to highlight what the policy is, who is responsible for its adoption and when it should be reviewed.*

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| --- | --- |
| Policy Title |  |
| Responsible Officer |  |
| Implementation Date |  |
| Review Date |  |
| Version |  |

*[Insert your organisation’s name]* is committed to encouraging equality, diversity and inclusion among our stakeholders, namely beneficiaries, staff, volunteers, as well as the general community that we serve, and eliminating unlawful discrimination.

The aim is for our stakeholders to be truly representative of all sections of society and for them to feel respected and able to give their best.

The organisation - in providing *[goods and/or services and/or facilities]* - is also committed against unlawful discrimination of our stakeholders.

Our policy’s purpose is to:

* Provide equality, fairness and respect for all our staff, volunteers or those benefiting from our service.
* Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
	+ Age
	+ Disability
	+ Gender
	+ Marriage and civil partnership
	+ Pregnancy and maternity
	+ Race (including colour, nationality and ethnic/national origin)
	+ Religion or belief
	+ Sex
	+ Sexual orientation
* Oppose and avoid all forms of unlawful discrimination. This includes in:
	+ Pay and benefits
	+ Terms and conditions of employment
	+ Dealing with grievances and discipline
	+ Dismissal
	+ Redundancy
	+ Leave for parents
	+ Requests for flexible working
	+ Selection for employment, promotion, training or other developmental opportunities

The organisation commits to:

* Encourage equality, diversity and inclusion in the organisation as they are good practice.
* Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
* Training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination. 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
* Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by others in the course of the organisation’s activities. Such acts will be dealt with as misconduct under the organisation’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. 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.
* 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.
* Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
* Review employment practices and procedures when necessary to ensure fairness and also update them and the policy to take account of changes in the law.
* 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. Agreement to follow this policy
* This policy is fully supported by senior management and has been agreed with trade unions and/or employee representatives *[insert details as appropriate].*