



## Equality, Diversity and Inclusion Policy

(This policy applies to all members and Trustees, and is mirrored within our constitution)

EPMIS is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society, and for each member to feel respected and able to give their best. The organisation - in providing goods and/or services and/or facilities - is also committed to guard unlawful discrimination of customers or the public.

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our organisation, and in our community.

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- ✓ People living in a particular geographical area
- ✓ Members of the organisation
- ✓ Other section of the public
- ✓ People defined by age
- ✓ People defined by disability
- ✓ People defined by gender reassignment
- ✓ People defined by marriage and civil partnership
- ✓ People defined by pregnancy and maternity
- ✓ People defined by race (including colour, nationality, and ethnic or national origin)
- ✓ People defined by religion or belief
- ✓ People defined by sex
- ✓ People defined by sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes dealing with grievances , discipline and membership dismissal.

**The organisation commits to:**

1. Encourage equality, diversity and inclusion in the workplace as they are 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 members are recognised and valued. This commitment includes both members of the committee, and all other members, about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include conducting themselves to help the organisation provide equal opportunities for involvement, and prevent bullying, harassment, victimisation and unlawful discrimination. All members should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their membership, against fellow employees, customers, suppliers and the general public.
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, customers, suppliers, visitors, the general public and any others in the course of the organisation's work 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 a human 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 members, 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 based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Review membership practices and procedures when necessary to ensure fairness, and also update them, and the policy, to take account of changes in the law.

**Agreement to follow this policy**

The equality, diversity and inclusion policy is fully supported by both The Committee and the EPMIS Trustees.

**Our disciplinary and grievance procedures**

Details of the organisation's grievance and disciplinary policies and procedures can be found on request to a Committee member. This includes with whom a member should raise a grievance – initially, a member of the committee.

