

Equality, Diversity, Inclusion and Safeguarding Policy

Green Peridot Limited is committed to advancing Equality, Diversity, Inclusion and Safeguarding (EDIS) by:

- eliminating discrimination, harassment, victimisation and fostering good relations
- ensuring EDIS is holistically embedded into the culture of the business
- ensuring strategic planning, direction and policy formulation is informed by EDIS
- advancing social cohesion and building community links as part of our corporate social responsibility policy
- respecting the dignity of all people who visit and work at the business
- ensuring conditions encourage employees to participate, progress and achieve in their employment goals
- ensuring conditions encourage staff to participate, progress and achieve in their career
- actively challenging and resolving unacceptable actions and behaviours such as harassment or bullying
- advancing a culture of non-discrimination and respect in order to promote equality and to enable fair treatment of visitors and employees
- ensuring that young people and vulnerable adults are adequately safeguarded as visitors or employees in the business

Scope

This policy sets out the requirements and responsibilities of the business for ensuring and advancing equity and fairness. The policy also establishes clear guidance; principles; structures and monitoring arrangements with regard to EDIS. The content and guidance should be applied to visitors; contractors; employees; and other third parties. The business is proud of its diversity and values, and the way in which this enriches the life of the business.

Legislative Requirements

This policy statement affirms commitment to the Equality Act 2010 which has strengthened and harmonised current and previous equality legislation. This policy is implemented in the context of the following legislation:

The Equality Act (2010) brings together nine separate pieces of legislation into one single Act simplifying the law and strengthening it in important ways to help tackle discrimination and inequality. The Equality Act 2006 remains in force (as amended by the Act) so far as it relates to the constitution and operation of the Equality and Human Rights Commission. The nine separate pieces of legislation are: Equal Pay Act 1970; Sex Discrimination Act 1975; Race Relations Act 1976; Disability Discrimination Act 1995; Employment Equality (Religion or Belief) Regulations 2003; Employment Equality (Sexual Orientation) Regulations 2003; Employment Equality (Age) Regulations 2006; Equality Act 2006, Part 2; Equality Act (Sexual Orientation) Regulations 2007.

The commitment to EDIS is endorsed and led by Senior Management. The business is committed to equality of opportunity and will not tolerate unfair discrimination, harassment or victimisation relating to any of the 9 protected characteristics in the Equality Act 2010:

- Age
- Disability
- Gender
- Gender Reassignment
- Marriage & Civil Partnership in employment practices
- Pregnancy & Maternity
- Race – (this includes ethnic or national origins, colour and nationality)
- Religion or Belief
- Sexual Orientation

The business respects the dignity and diversity of all employees, regardless of personal characteristics and differences. It is our aim to give everyone the greatest opportunity, even if this means that we employ positive action, to develop and fulfil individuals' potential. We value the contribution each person can make to the business. We believe that treating people fairly is right and makes good business sense.

This means that the business will:

- Not tolerate any form of victimisation, discrimination or harassment on any grounds
- Provide appropriate, sensitive and accessible services to everyone
- Work to eradicate prejudice, discrimination, harassment and negative stereotyping
- Ensure that everybody who works at the business is respected and valued
- Make reasonable adjustments for contractors and employees to ensure fair and equal access to services and opportunities
- Promote and support as appropriate the use of a range of flexible working patterns to enable those working for us to balance home and work responsibilities
- Support people in a phased return to work after extended periods of absence
- Treat people fairly, irrespective of their working arrangements and develop employees that they are able to reach their full potential

Our aim is to create an environment where people give of their best, allowing them to develop and grow and achieve their full potential. We aim to achieve this commitment by treating all persons equitably, and by removing barriers to advancing a culture of fairness. This policy details our position with regard to all aspects of equality and diversity.

How the business will ensure that equality, diversity and inclusion is at the heart of all activity:

- By requiring management to lead by example in treating all employees with respect and being fair and reasonable
- By expecting all employees to behave in a way that others will see is respectful and fair to them
- By continuing to review systems by which any behaviour that is intimidating, discriminatory or otherwise contrary to the EDIS policy, can be dealt with rapidly and effectively, in an environment which positively supports those who challenge such behaviours

Responsibilities

Everyone in the business has a responsibility to give full and active support for the EDIS policy by ensuring:

- the policy is known, understood and implemented
- their behaviour at all times considers the sensibilities of others
- everyone is treated with respect and dignity
- behaviour not in accordance with the EDI policy is challenged and acted upon Within this general responsibility, there are some specific responsibilities:
- The CEO; Senior Management Team and all other managers for the effective implementation, embedding and championing of EDI policies, actions and strategies.
- The Human Resources Director/Manager for the co-ordination of policy development; implementation; monitoring and review of progress in reference to the EDIS Action Plan

The business designates the compliance manager as having overall responsibility for EDIS.

Key Principles and Commitments

The business strongly believes that the equality and diversity of the local communities is one of our greatest strengths and our most valuable asset. The business is fully committed to EDIS and

believes that all individuals have an equal right to develop and achieve their full potential. In accordance with the Equality Act 2010, the business supports the development of a society in which:

- People's ability to achieve their potential is not limited by prejudice or discrimination
- There is respect for and protection of each individual's human rights
- There is respect for the dignity and worth of each individual
- Each individual has an equal opportunity to participate in society
- There is mutual respect between groups based on understanding and valuing of diversity and on shared respect for equality and human rights

The business believes that all forms of prejudice and discrimination are unacceptable. It recognises its obligations and responsibilities as an employer. The business will seek to reflect its commitment to EDIS in its dealings with members of the public, other agencies and suppliers of services and supplies.

The business will seek to challenge inequality, prejudice and discrimination whether direct, indirect, associative or by perception. The business embraces diversity in all its aspects and aims to employ a diverse workforce.

The business will treat all members of its community with respect and dignity and seek to provide a culture and environment free from discrimination, harassment and victimisation. It will not tolerate any form of prejudice or discriminatory behaviour against members of its community, from either inside or from out.

In seeking to achieve a balanced workforce at all levels, the business will ensure that no employee, job applicant or candidate for promotion will be disadvantaged, or treated less favourably because of conditions or requirements that are not related to the job. Reasonable adjustments will be made to arrangements and premises to ensure equal access for disabled persons.

In order to ensure that all persons are treated with equality and fairness at all stages of employment and enrolment and that their treatment is based solely on open, fair and objective criteria, the business will ensure that equality issues are embedded into all its policies and procedures. The business is committed to the social model of disability in that we will recognise and remove the barriers that prevent or make it difficult for disabled people to use our services or to be employed by us.

These barriers include those not just in the physical environment but the attitudes and behaviour of employees, our policies, systems and processes that govern how we carry out our functions.

Monitoring and Evaluation

The business will monitor aspects of staffing and is committed to the collection of statistics, analysis of data and presentation of data. This will include composition of the existing workforce and the recruitment process, looking at the workforce with reference to age, ethnicity, disability and gender, sexuality and belief/belief in particular.