



Premier Foundation Equal Opportunities and Diversity Policy

Reviewed on 11/11/21

Review 11/11/22

Review annually unless there is a change in legislation

The aim of this policy is to communicate the promotion of equal opportunity in Premier Foundation.

Premier Foundation is committed to encouraging diversity amongst our workforce, board and all persons participating in Premier Foundation projects and activities. We ensure that we protect people from discrimination, harassment and victimisation as per the Equalities Act 2010 and make reasonable adjustments to ensure people with protected characteristics are not prevented from accessing services.

Our aim is that our workforce will be truly representative of all sections of society and each employee, volunteers, learner and participants feel respected and able to give their best.

It is our policy to provide equality of opportunity and conditions of employment and engagement to our employees, volunteers, learners and participants irrespective of the protected characteristics of:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Everyone will be treated fairly and with respect and will be encouraged to develop to their full potential. The talents and resources of our workforce will be fully utilised to maximise the efficiency of the organisation.

Who does this policy apply to?

This policy applies to all those who work for (or apply to work for) the Charity and those participating in Premier Foundation activities and projects. All staff have a duty to act in accordance with this policy and therefore to treat colleagues with dignity at all times, and not to discriminate or harass other members of staff whether junior or senior to them.

This policy also applies to all members of staff and/or consultants involved in any aspect of our delivery arrangements to comply with this policy.

Implementation

The Chief Executive has specific responsibility for the effective implementation of this policy.

Those working at a management level have a specific responsibility to set an appropriate standard of behaviour, to lead by example and to ensure that those they manage adhere to the policy and promote our aims and objectives with regard to equal opportunity.

All member of staff are responsible for the success of this policy and must ensure that they familiarise themselves with the policy and act in accordance with its aims and objectives.

We also state that all of our partners, contractors and suppliers must have an appropriate Equality policy.

Monitoring and review

We will establish appropriate information and monitoring systems to assist with the effective implementation of this policy and discussed at the People Sub Committee who will report trends and actions required to the board.

All complaints will be reported immediately for consideration and response.

Complaints

All workforce, board and all persons participating in Premier Foundation projects and activities who believe they have suffered any form of discrimination harassment or victimisation are entitled to raise the matter through the Complaints Handling policy.

Any member of staff who is found to have committed acts of discrimination or harassment will be subject to disciplinary action. Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal and any other further actions required.