



Brampton 2 Zero (B2Z) – Equality & Diversity Policy Approved

Document Owner	Chair of B2Z Directors
Approval Responsibility	Directors
Review period	Every three years
Approved	14th November 2024
Version	1
Changes	
Associated Procedures/ documents	

POLICY STATEMENT

Brampton 2 Zero (B2Z) is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our workforce includes Employees, Volunteers and Contractors and our aim is that 'our workforce should reflect the diversity of the communities we serve' and that each person within our workforce feels respected and able to give of their best.

To that end the purpose of this Policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All staff (Employees, Volunteers and Contractors), whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All staff will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every staff member is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our Equality and Diversity Policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This Policy will be reviewed every three years.

Responsibilities of Management

Responsibility for ensuring the effective implementation and operation of this Policy will rest with the Chair of B2Z Directors.

All staff (Employees, Volunteers and Contractors) will ensure that they operate within this Policy and that practical

steps are taken to avoid discrimination.

The Chair of B2Z Directors will ensure that:

- all staff are aware of the Policy and the reasons for it
- grievances concerning discrimination are dealt with properly, fairly
- and as quickly as possible
- proper records are maintained.

Responsibilities of Staff (Employees, Volunteers and Contractors)

Responsibility for ensuring that there is no unlawful discrimination rests with all staff and the attitudes of staff are crucial to the successful operation of fair employment practices. In particular, all members of staff should:

- comply with the Policy
- not discriminate in their day to day activities or induce others to do so
- not victimise, harass or intimidate other staff or groups who have, or are perceived to have, one of the protected characteristics (see below)
- ensure no individual is discriminated against or harassed because of their association with another individual who has a protected
- characteristic
- inform the Chair of B2Z Directors if they become aware of any discriminatory practice.

By protected characteristics we mean the following;

Age

Disability

Gender Reassignment

Pregnancy and maternity (including breastfeeding mothers)

Marriage and Civil Partnership

Race

Religion or belief

Sex

Sexual Orientation