

Equality, Diversity and Inclusion Policy

People being treated fairly and with respect regardless of their race, gender, age, disability, sexual orientation or faith.

Exemplar Services England Limited

2021

1.0 **Exemplar's commitment to equality and diversity**

1.1 Exemplar Services England Limited ('Exemplar') is committed to equality of opportunity for everyone.

No individual will receive less favourable treatment than others because of their skin colour, religion or belief, ethnic or national origin, disability, age, gender or gender-identity, marital status, sexual orientation, trade union activity or responsibility for dependants.

1.2 Exemplar 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 our customers, and for everyone 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 customers or the public.

1.3 The policy's purpose is to:

- 1.4
- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
 - not unlawfully discriminate, including protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
 - oppose and avoid all forms of 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, and selection for employment, promotion, training or other developmental opportunities

1.5 Exemplar commits to:

1.6 Encourage equality, diversity and inclusion in the workplace because it's the right thing to do, and is good practice and makes business sense

1.7 Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all. Where individual differences and the contributions of all are recognised and valued.

This commitment includes 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 will understand they, as well as Exemplar, 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.

- 1.8 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.
- 1.9 Decisions concerning staff being based on merit.
- 1.10 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.
- 1.11 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.

2.0 **Equality**

- 2.1 Exemplar will ensure that all service and employment practices will promote equality of opportunity.

3.0 **Diversity**

- 3.1 Exemplar recognises the variety of cultures, lifestyles, experiences, beliefs and perspectives across the UK. This will be displayed in Exemplar's role as an employer, service provider, commissioner, partner agency and within its community role.

Exemplar is committed to delivering an inclusive recruitment and selection process aimed at creating a strong and diverse workforce.

4.0 **Disability confident**

- 4.1 Exemplar takes a positive approach in the selection of people with disabilities, including interviewing all disabled people who meet the essential selection criteria. Exemplar ensures we have the right policies, practices and processes in place to support our existing, and prospective employees that may have a disability or health condition.