

EQUALITY, DIVERSITY AND INCLUSION Policy

WE RESTART is committed to encouraging equality and diversity and eliminating unlawful discrimination. The aim is for our stakeholder group to be truly representative of all sections of society and our customers, and for each stakeholder to feel respected and able to give their best.

OUR POLICY'S PURPOSE

1. Provide equality, fairness and respect for all
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - remuneration
 - terms and conditions of service level agreements
 - dealing with grievances and discipline

OUR COMMITMENTS

1. Encourage equality, diversity and inclusion as they are good practice and make business sense.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination any stakeholders in the course of the organisation's work activities. Such acts will be dealt with as misconduct under the organisation's grievance procedures, and appropriate action will be taken. Further, sexual harassment may amount to both an employment 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. 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.
5. Monitor the make-up of volunteers 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.